BELONGING CAPITAL · BY NNAMDI IHENACHO

The Belonging Capital Audit

You can be excellent and still be stuck. Three currencies decide whether you advance — Access, Sponsorship, and Identity. Find the one that is capping you, in two minutes.

HOW TO USE IT Tick the box only if it is true **TODAY** — not last year, not in theory. Count your ticks in each column. Your lowest column is your ceiling, and your next move is at the bottom of this page.

CURRENCY 1

Access Capital

Who opens doors for you?

The relationships that put you in rooms and in front of opportunities you could not reach on merit alone. Merit gets you considered. Access gets you chosen.

- [ ] Someone with a door knows what I want next — and could say it back to me.
- [ ] I can name the three rooms where my next opportunity will be decided, and someone I know in each one.
- [ ] I have made one small, specific ask in the last 30 days, instead of waiting to be noticed.

Honest check: Where are you working in the winepress — doing good work that no one with a door can see?

CURRENCY 2

Sponsorship Capital

Who says your name?

The advocacy of someone with power who will put their own reputation next to yours. A mentor talks *with* you. A sponsor talks *about* you.

- [ ] I can name one person with real organizational weight who has watched my work closely in the last 12 months.
- [ ] That person could describe my best result in one sentence, without looking at notes.
- [ ] I have given that person an update — not an ask — in the last 90 days.

Honest check: Has anyone ever put their name next to yours in a decision, an introduction, or a nomination?

CURRENCY 3

Identity Capital

Do they meet the real you?

Showing up authentically, on purpose, so the trust you build belongs to the real you. People can only trust the version of you they actually meet.

- [ ] I know what I edit out before I walk into the room — and what the room loses when I leave it out.
- [ ] When I hold back, I can tell whether I am choosing (judgment) or flinching (fear).
- [ ] I am not borrowing someone else's template — their tone, their pace, their story — to be accepted.

Honest check: If the version of you in the room is edited, whose trust are you earning?

0–1 ticks
Start here. This currency is your ceiling.

2 ticks
Building. One honest gap is holding it back.

3 ticks
Strong. Protect it — and pay it forward.

Your next move — do the one under your lowest score, this week

IF ACCESS IS LOWEST
Tell one person, in one sentence, what you want next. Not a pitch. An introduction: "Who else should I be talking to?"

IF SPONSORSHIP IS LOWEST
Write your one-sentence result. Send it, as an update, to one person who has watched you work. No ask.

IF IDENTITY IS LOWEST
In one low-risk setting this week, leave one thing in. Notice what happens when the real you is in the room.

"Your gift will make room for you, and bring you before great men." — Proverbs 18:16

Go deeper every week in The NCI Review — the newsletter for faith-driven professionals, with the full Belonging Capital breakdowns from the show.

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Books: *The King's Path* and *Builders at 40* — available on Amazon