



radically authentic

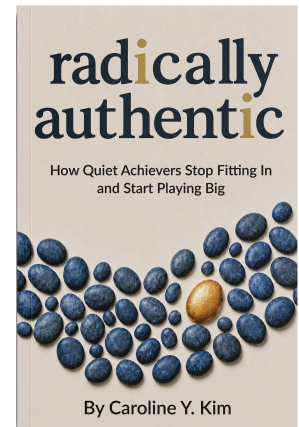
How Quiet Achievers Stop Fitting In and Start Playing Big

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The Big Idea

We've been told that successful leaders are bold, charismatic, outspoken, and always ready with the answer. As a result, capable professionals spend their careers either trying to become someone they're not, or quietly waiting for their work to speak for itself. *Radically Authentic* argues that the traits quiet achievers hide — listening, thoughtfulness, restraint, care — are not obstacles to leadership but the raw material of it. The book doesn't teach readers to perform leadership better. It teaches them to stop performing it.

Who It's For

The quiet achiever: the analytical, conscientious high performer who is trusted to deliver but too often overlooked for the stretch role. Primarily mid-to-senior individual contributors and managers, often in tech and other high-pressure environments. Many are introverts, women, or people from immigrant or first-generation backgrounds who learned early that fitting in was the safest way to succeed. They:

- Consistently deliver results but get overlooked for opportunities.
 - Wrestle with imposter syndrome, perfectionism, or people-pleasing.
 - Want more influence without adopting a louder, performative style.
 - Are tired of choosing between career success and being themselves.
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The Central Promise

You don't have to become someone else to lead. By anchoring in what makes you uniquely effective, making your capability visible, and breaking the patterns that keep you playing small and quietly drain you, you can increase your influence and play bigger without burning out.

The Transformation

Readers begin the book believing: *"I need to change how I show up if I want to advance."*

They leave knowing: *"I don't need to become someone else. I need to trust who I am, make my strengths visible, and expand how I lead."*

radically authentic: Book Overview



Inside the Book

PART I: SELF-LEADERSHIP

Know yourself. Change the story. Become visible.

Readers discover their essence and learn to shift from automatic reactivity to intentional choice. They confront the inner narratives that keep them playing small—imposter syndrome, perfectionism, people-pleasing, and self-doubt—and learn to reframe them. The section closes with the **Visibility Shift™**, showing readers how to make their identity, impact, thinking, and intent more accessible without making visibility feel like self-promotion.

PART II: PLAYING BIGGER

Expand how you operate, influence, and lead.

The **Altitude Shift™** reframes advancement as a change in how you operate, not how hard you work. Readers develop greater composure under pressure, communicate in ways that shape understanding, build influence through relationships, think more strategically, and grow through small experiments rather than endless preparation.

PART III: SUSTAINABILITY

Build a career that doesn't require abandoning yourself.

Readers examine burnout as an occupational condition rather than a personal failing. They identify the essential needs and survival patterns that shape how they work—including perfectionism, people-pleasing, certainty-seeking, and endless proving—and learn to create a more sustainable way of leading. The book ends with a return to intrinsic self-worth: you are worthy for who you are, not what you accomplish.

Throughout, Caroline introduces practical frameworks such as the **Inner Shift™**, **Radical Reframe Method™**, **Visibility Shift™**, and **Altitude Shift™** that turn insight into action.

Why It's Different

Most leadership books work on outward behavior. This one starts with how readers see themselves, because the quiet achiever's real constraint isn't skill. It's the inner narrative that whispers, *you're not ready, not good enough, not deserving of what you want*. Part memoir, part practical guide: Caroline draws on two burnouts, three attempts at one promotion, and a career spent feeling like an outsider, alongside composite client stories from her coaching practice. Every chapter closes with reflection questions and a “Radical Tip”: one small, concrete action.

About the Author

Caroline Y. Kim is an executive coach and former Google Director of Program Management who helps quiet, high-achieving professionals lead authentically without sacrificing impact.

Over a thirty-year corporate career, including eighteen years at Google, Caroline led complex cross-functional organizations while navigating her own burnout, self-doubt, and pressure to fit conventional leadership expectations. Today, as an ICF-certified coach, she has coached more than 250 clients one-on-one and facilitated leadership programs for over 700 managers and leaders.

Caroline holds degrees from Stanford University in International Relations and Industrial Engineering. She lives in the San Francisco Bay Area with her husband and their two sons. carolinekim.com caroline@carolinekim.com

