

How agile are you?

Questions covering three aspects of your agility



IMPACT

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What I believe

Deep-rooted beliefs about yourself and other people

0

1

2

People come to me often to tell me they've made a mistake – they know they'll get a positive response

I'm comfortable with making decisions when things are uncertain

I'm known as someone who values 'try and fail' more than 'don't try'

I protect my team and others from all the things I don't like from more senior levels - I act as a 'shock absorber' rather than talking critically about 'the business'

There is no fear and no blame in my team culture, even if there is in other parts of the organization, I am a role model for that

I am my most authentic and transparent self at work

People come to me often with new ideas – I'm known for having a very open mind

I clear the way for people in my team to get things done, rather than get in the way

I'm not afraid to recognize or bring someone into the team who is more talented, younger and/or better than me!

I'm comfortable with not knowing the answers, with asking for help

People in my team will say they have genuine freedom to get their job done however they choose, without fear of negative consequences from me

I am known as someone who leads/collaborates more by 'ask' than 'tell'

I always have an accurate view of the level of psychological safety within my team

I believe that the people in my team can all do their jobs better than I could do them

I actively encourage disagreement, dissent, conflict and am able to make the best of these things

I know who the disruptors are in my team and who are the 'steady hands' and I make good use of both

I get close to people, I talk to them, face to face (video or in person), as much as I can

Empathy is a skill I prize highly, in myself and in my team

Score yourself on a scale of 0-2: 0 = Never | 1 = Sometimes | 2 = Always



Questions covering three aspects of your agility

What I know

Your grasp of the context in which you're working

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1

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I have a well-informed opinion about what's happening in my professional world

I understand the big trends currently related to my business and industry and critically engage others in dialogue related to these trends

I have a strong sense of the threats and opportunities created by our competitors even if I don't have a response

I regularly meet clients/customers (internally or externally), keeping their hopes and dreams at the heart of all I do

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What I do

How you behave, day to day, your habits

0

1

2

I engage and chat with different people all the time

It is a high priority of mine to know where the talent is in my team – not just young talent

I deliberately bring people together to talk and work together, without a specific result in mind

All of the meetings I attend are essential and valuable – I make sure of that myself

I have set up regular 'feedback loops' so we can review our output critically

I/my team have a systematic process for generating new ideas

In meetings I rarely hear my own voice – I prefer to listen to others

I'm good at focusing on one direction and purpose, rather than having an unrealistic number of priorities and projects

Score yourself on a scale of 0-2: 0 = Never | 1 = Sometimes | 2 = Always

Total



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