

# ORGANIZATIONAL AGILITY BASELINE ASSESSMENT

ANSWER THE QUESTIONS WITH THE FOLLOWING SCALE. TOTAL YOUR ANSWERS TO GET YOUR ORGANIZATIONAL AGREE = 1 | DISAGREE = 0

- ☐ Organization is open to new ideas and innovation
- ☐ Employees in the organization know why changes happen
- ☐ Leadership has high change quotient (CQ)
- ☐ Leadership across the organization supports, mentors and empowers employees to do their best work
- ☐ Organization supports employees through change
- ☐ New projects and initiatives get approval fast
- ☐ Organization is prepared to respond to environmental changes quickly
- ☐ Change management team participates in large complex initiatives
- ☐ Employees are officially recognized as the greatest organizational resource
- ☐ Agile and Continuous improvement principles and philosophy are practiced throughout the organization

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## ORGANIZATIONAL AGILITY SCORE

- 9-10** AN ORGANIZATION THAT IS “BEING AGILE.” THIS ORGANIZATION IS PREPARED TO HANDLE HIGH CHANGE SATURATION, AND RESPOND TO MARKET CHANGES.
- 4-8** AN ORGANIZATION THAT IS “DOING AGILE” WITH CONSISTENT APPLICATION OF AGILE TOOLS AND PRACTICES, CONTINUOUS IMPROVEMENT. THIS ORGANIZATION MIGHT BE EXPERIMENTING WITH THE ADOPTION OF AGILE AT SCALE ACROSS THE ORGANIZATION.
- 0-3** A TRADITIONAL ORGANIZATION WITH NO APPLICATION OF AGILE AND LOW CHANGE RESILIENCY. HIGHLY STRUCTURED AND BUREAUCRATIC.