

How Far in the Weeds Are You?



Now vs. Later

- We spend at least 50% of our time on next month or next quarter.
1 point
- We stay future focused until there's a crisis, then we all dive in.
2 points
- We only talk about the future once per year at an offsite.
3 points
- If we're lucky we'll talk about something beyond this week. We're pretty happy if it gets beyond today.
4 points

Score: ____



What vs. How

- We stick with talking about what we want done and leave others to decide how.
1 point
- We mostly talk about objectives but sometimes slide into "solving".
2 points
- We don't stop until we've got a plan for how to fix things.
3 points
- It looks like someone pulled the fire alarm when we run out of the meeting to fix things ourselves.
4 points

Score: ____



Info vs. Insight

- We wait for info to be processed into patterns and insights.
1 point
- We're patient to a point, but we want important info as soon as it's available.
2 points
- We spend significant time processing raw data as a team.
3 points
- We burn our fingers on the print outs of "hot off the press" data.
4 points

Score: ____



Core vs. Peripheral

- We stick to the really critical issues and don't "sweat the small stuff".
1 point
- We mostly focus on the important issues but can be tempted by details.
2 points
- We love to wordsmith and tinker on things that won't make an iota of difference.
3 points
- The phrase "rearranging the deck chairs on the Titanic" was first coined for us.
4 points

Score: ____



Individual vs. Collective

- We only talk about issues we need to solve together as a team.
1 point
- We stick to the collective issues until someone doesn't deliver, then their world is fair game.
2 points
- We bring all the work of the team to the table and do people's work by consensus.
3 points
- We love to play in other people's sandboxes. Pass the shovel!
4 points

Score: ____

Total Score: ____ /20



5-10 Clear Blue Skies

You're focused on the big stuff and seldom tempted down into the minutiae. Keep up the good work!



11-15 Waist Deep Weeds

You know what you should be doing, but you're getting into the detail. Stick with the important stuff.



15-20 Get the Snorkel!

You're so far in the weeds you're suffocating. You've lost sight of what the team is about. Time to reset on your role as a team.