

## *Strategic Thinking Self-Assessment*

### **Part I: Assessment**

*Use this tool to assess your strategic thinking abilities. For each statement below, indicate how accurately the statement describes you. "1" indicates "Rarely," "5" indicates "Usually." Be sure to answer based on your actual behavior in real workplace situations. That way, you'll have the most accurate assessment of your skills.*

Statement	Rating				
	Rarely		Usually		
	1	2	3	4	5
1. I ask questions about what's going on in my unit, company, industry, and wider business environment.					
2. I am able to adapt approaches and shift ideas when new information suggests the need to do so.					
3. I look for opportunities today that might generate valuable results tomorrow.					
4. I view challenges as opportunities.					
5. I welcome new ideas and opinions—even if they seem strange at first.					
6. I take criticism well by not reacting in a defensive manner.					
7. I work to broaden my knowledge, experience, and skill set.					
8. I seek other people's opinions.					
9. I anticipate how my actions will affect others around me.					
10. I question my own longstanding assumptions and encourage others to question theirs.					
11. I understand the forces influencing my group's performance.					
12. I know who my company's customers are and what they value.					
13. I know who my company's competitors are and what makes us different from them.					
14. I stay up to date on important trends affecting my company's industry and my group's operations.					
15. I objectively analyze situations.					
16. I evaluate the pros, cons, and implications of different courses of action.					
17. I grasp abstract ideas and put the "pieces" together to form a coherent picture.					
18. I generate a wide variety of options, visualize new possibilities, and formulate fresh approaches.					
19. I see patterns across unrelated events and information.					

Statement	Rating				
	Rarely		Usually		
	1	2	3	4	5
20. I can sift out irrelevant from relevant information while deciding how to solve a problem or handle a challenge.					
21. I can often visualize new possibilities that others have trouble seeing.					
22. I try to generate multiple alternative courses of action while making important decisions.					
23. I compare the potential short- and long-term consequences of actions I'm considering.					
24. I consider whether improvements I'm making to my own group's operations may create problems for people in other parts of my organization.					
25. I stay focused on my objectives while handling multiple demands and competing priorities.					
<b>Total score</b>					
<i>(Calculate your score by adding up the numbers for each of your responses.)</i>					

## Part II: Scoring

Use the following table to interpret your score.

<b>104–125</b>	<b>Exceptional:</b> You're a talented strategic thinker who possesses many of the traits, behaviors, attitudes, and cognitive capacities that are necessary for thinking strategically.
<b>78–103</b>	<b>Superior:</b> You're a highly effective strategic thinker in many areas but would benefit from refining some of your skills.
<b>51–77</b>	<b>Adequate:</b> You know and practice many of the basics of strategic thinking. However, you can increase your success by further extending your skills.
<b>25–50</b>	<b>Deficient:</b> You'll need to work broadly on your strategic thinking skills so that you can learn how to analyze opportunities and problems from a broad perspective and understand an action's potential impact on others.