Foreword

In today's increasingly volatile and uncertain economic environment, organisations face mounting pressure to adapt swiftly. This scorecard was designed to empower business leaders with a practical tool to assess and evolve their agility in the face of disruption. Whether dealing with geopolitical shifts, technological change, or financial constraints, the ability to pivot with purpose has never been more vital. Use this workbook to reflect, assess, and prioritise actions that will shape a more resilient and responsive organisation.

Organisational Response Agility Workbook

This workbook, developed under the F.I.X Framework and Agile Mindset Mastery methods, helps businesses to assess and develop organisation's agility across five core domains. Each section includes rated indicators with definitions, scoring instructions, reflection prompts, and Prioritisation guidance.

Rating Guidelines

1 = Extremely limited or no capability

2 = Emerging capability, inconsistent or informal

3 = Moderate capability, partially implemented and repeatable

4 = Strong capability, proactive and structured

5 = Optimized capability, continuous improvement in place

Strategic Agility

- **Speed of strategic decision-making:** How quickly leadership can assess and respond to major internal or external shifts.

  - Rating (1–5): _____

  - Notes: _____

    _____

- **Frequency of portfolio and initiative reprioritisation:** How often the organisation reviews and adjusts priorities to match market conditions (annually = 1, quarterly = 5).

  - Rating (1–5): _____

  - Notes: _____

    _____

- **Responsiveness to external markets or policy changes:** Ability to pivot plans when influenced by regulatory, economic, or geopolitical events.

  - Rating (1–5): _____

  - Notes: _____

    _____

Top Priorities for This Domain:

1. _____

2. _____

3. _____

Operational Flexibility

- **Ability to adapt delivery plans quickly:** Capacity to alter timelines, outputs, or scope based on customer needs or disruption.

  - Rating (1–5): _____

  - Notes: _____

    _____

- **Responsiveness in adjusting production or service capacity:** Speed and efficiency in scaling operations up or down.

  - Rating (1–5): _____

  - Notes: _____

    _____

- **Backup supplier strategy and sourcing flexibility:** Readiness to switch suppliers or materials when primary sources are impacted.

  - Rating (1–5): _____

  - Notes: _____

    _____

Top Priorities for This Domain:

1. _____

2. _____

3. _____

Financial Readiness

- **Liquidity and short-term cash runway:** Availability of cash or credit to sustain operations during disruption.

  - Rating (1–5): _____

  - Notes: _____

   _____

- **Speed of budget reallocation and approval processes:** Time it takes to move financial resources to urgent priorities.

  - Rating (1–5): _____

  - Notes: _____

   _____

- **Capacity to invest in urgent initiatives:** Availability of discretionary budget for immediate transformation or mitigation efforts.

  - Rating (1–5): _____

  - Notes: _____

   _____

Top Priorities for This Domain:

1. _____

2. _____

3. _____

Technological Adaptability

- **Scalability and flexibility of platforms:** Ability of IT systems to grow or shrink without significant rework.

   - Rating (1–5): _____

   - Notes: _____

      _____

- **Speed of solution deployment and integration:** Time from concept to production for new tools, integrations, or automations.

   - Rating (1–5): _____

   - Notes: _____

      _____

- **Automation vs. manual dependency:** Extent to which processes are streamlined through automation instead of human intervention.

   - Rating (1–5): _____

   - Notes: _____

      _____

Top Priorities for This Domain:

1. _____

2. _____

3. _____

Cultural & Talent Agility

- **Workforce openness to change and innovation:** General willingness and mindset of employees to embrace transformation.

  - Rating (1–5): _____

  - Notes: _____

  _____

- **Use of cross-functional teams:** Frequency and effectiveness of multi-disciplinary collaboration.

  - Rating (1–5): _____

  - Notes: _____

  _____

- **Level of ongoing training and reskilling support:** Company's commitment to upskilling employees to meet evolving needs.

  - Rating (1–5): _____

  - Notes: _____

  _____

Top Priorities for This Domain:

1. _____

2. _____

3. _____

Assessment Scoring & Grading

Each domain includes three sub-domains, each rated on a scale from 1 to 5. This results in a maximum of 15 points per domain and 75 points overall. The following traffic light grading system helps interpret both domain-level and overall agility scores.

Domain-Level Scoring (Max: 15 points)

• **1–6   = RED (Urgent attention needed)**

• **7–11 = AMBER (Moderate capability, improvement recommended)**

• **12–15 = GREEN (Strong capability, monitor and maintain)**

Overall Agility Score (Max: 75 points)

• **0–29   = RED (Significant risk, foundational work required)**

• **30–59 = AMBER (Reasonable foundation, targeted improvements needed)**

• **60–75 = GREEN (High readiness, maintain and evolve)**

Domain Level	Score
Strategic Agility	
Operational Flexibility	
Financial Readiness	
Technological Adaptability	
Cultural & Talent Agility	
Overall Agility Score	**Total Score**

Prioritisation Visual Matrix

Use the table below and matrix to identify which domains should be prioritised for action based on their current agility rating and the potential impact of improvement. Assess each domain using the following two dimensions:

- **Current Capability Score (1–5): How strong is your current capability in this area?**
- **Impact Potential (1–5): How much would improving this domain improve your organisation's overall responsiveness and performance?**

Score the domains in the table below and then plot the domains on the matrix chart. Focus on High Impact / Low Capability areas first.
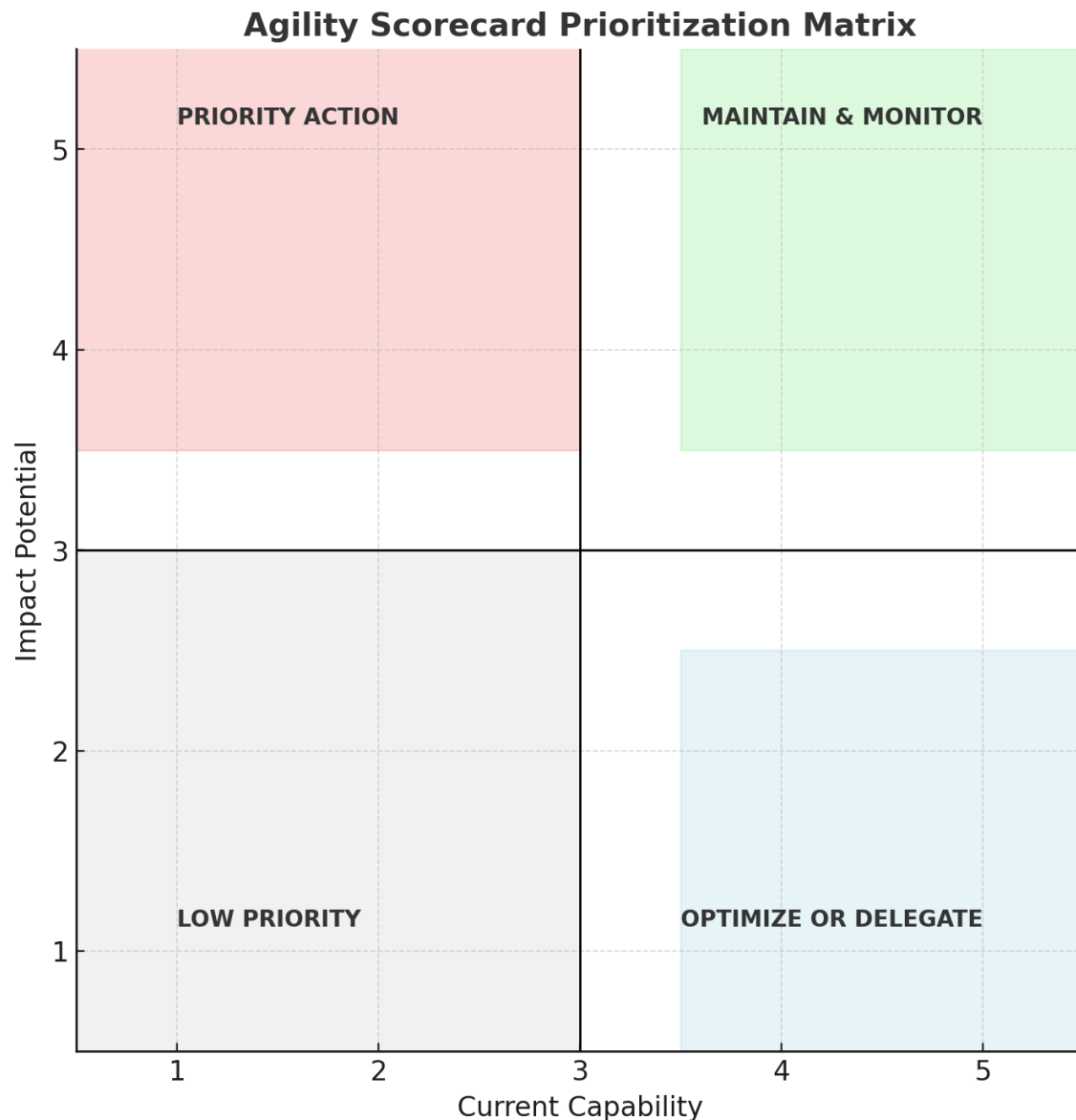
Domain Rating Table

Domain	Current Capability (1- 5)	Impact Potential (1- 5)
Strategic Agility		
Operational Flexibility		
Financial Readiness		
Technological Adaptability		
Cultural & Talent Agility		

Visual Prioritisation Matrix

Use this chart to plot each domain by its Current Capability and Impact Potential ratings.

Matrix Quadrants Explained:

- High Impact / Low Capability – PRIORITY ACTION. Focus here first. These gaps pose significant risk or missed opportunity.
- High Impact / High Capability – Maintain and Monitor. You are strong here. Keep investing to stay ahead.
- Low Impact / Low Capability – Low Priority. Not urgent. Consider later if time/resources allow.
- Low Impact / High Capability – Optimize or Delegate. You are strong but potential gains are marginal.

Agility Scorecard Prioritization Matrix

Impact Potential (y-axis), **Current Capability** (x-axis)

- PRIORITY ACTION (top-left, red)
- MAINTAIN & MONITOR (top-right, green)
- LOW PRIORITY (bottom-left, gray)
- OPTIMIZE OR DELEGATE (bottom-right, blue)

Next Steps

Once your scorecard is complete, you can move to the next step and book your free, 30-minute consultation with Agile Mindset Mastery. We will work with you to interpret the results and define a focused action plan that you can begin implementing immediately following your consultation. Book your free discovery session or request a readiness review at:

Email: info@agilemindsetmastery.com