NAME: Instructions: Rank your competency in each skill area from 1-5 (1 = needs work, 5 = very strong)		Raw Score
Move the Work		
1	Recognize Partners and Allies	
2	Develop Partners and Allies	
3	Effectively Identify Factions	
4	Accurately Assess Key Pressures	
Intervene Constructively		
5	Ask Helpful Questions that move the work forward	
6	Make Useful Observations about what is happening in real time	
7	Offer Helpful Interpretations of what is happening in real time	
8	Take Constructive Action that moves the work forward	
Get on the Balcony		
9	Maintain a regular habit of "Balcony Time"	
10	Agility to move between the Dance Floor + Balcony in real time	
11	Accurately Distinguish between Adaptive and Technical Challenges	
12	Identify and Name The Adaptive Challenge	
Think Politically		
13	Discover and Know Where People Are	
14	Read the Authority Figure for Clues	
15	Model the behavior you want to promote	
16	Take responsibility for your mess and accept casualties/risk	
Regulate the Heat		
17	Give people more responsibility than they are comfortable with	
18	Bring conflict to the surface	
19	Protect oddballs and outliers	
20	Structure the Action: Break the problem into parts and create timeframes and decision-making rules	
Orchestrate the Conflict		
21	Know the History of the Issue	
22	Create an Effective Holding Environment	
23	Maintain an Effective Holding Environment	
24	Pace the Work (Be Patient, Let Others Learn)	
Hold Steady		
25	Take the Heat	
26	Be Comfortable with Silence	
27	Ripen the Issue	
28	Distinguish Role From Self	
Communicate Effectively		
29	Acknowledge the Loss Others are experiencing from change	
30	Effectively source and use stories to inspire and persuade	
31	Show Them The Future	
32	Identify a strong thruline (The Big Theme)	
Anchor Yourself		
33	Remember and connect to your bigger story and purpose	
34	Maintain and develop confidantes	
35	Regularly Seek Sanctuary	

NAME:	Collaboration	Communication	Capacity for Conflict	Creative Capacity	Conceptual Capacity
Instructions: Put your raw score for a given skill area in all shaded cell on that row. Tally your total points in each column. Divide each column as instructed to get an average ranking in each adaptive capacity.					
Move the Work					
Recognize Partners and Allies					
Develop Partners and Allies					
Effectively Identify Factions					
Accurately Assess Key Pressures					
Intervene Constructively					
Ask Helpful Questions that move the work forward					
Make Useful Observations about what is happening in real time					
Offer Helpful Interpretations of what is happening in real time					
Take Constructive Action that moves the work forward					
Get on the Balcony					
Maintain a regular habit of "Balcony Time"					
Agility to move between the Dance Floor + Balcony in real time					
Accurately Distinguish between Adaptive & Technical Challenges					
Identify and Name The Adaptive Challenge					
Think Politically					
Discover and Know Where People Are					
Read the Authority Figure for Clues					
Model the Behavior You Want to Promote					
Take responsibility for your messes and accept casualties/risk					
Regulate the Heat					
Give people more responsibility than they are comfortable with					
Bring conflict to the surface					
Protect oddballs and outliers					
Structure the Action: Break the problem into parts and create timeframes and decision-making rules					
Orchestrate the Conflict					
Know the History of the Issue					
Create an Effective Holding Environment					
Maintain an Effective Holding Environment					
Pace the Work (Be Patient, Let Others Learn)					
Hold Steady					
Take the Heat					
Be Comfortable with Silence					
Ripen the Issue					
Distinguish Role From Self					
Communicate Effectively					
Acknowledge the Loss Others are experiencing from change					
Effectively source and use stories to inspire and persuade					
Show Them The Future					
Identify a strong thruline (The Big Theme)					
Anchor Yourself					
Remember and connect to your bigger story and purpose					
Maintain and develop confidantes					
Regularly Seek Sanctuary					
TOTAL Points					
Divide by # Skills	/18	/17	/16	/23	/28
Average Rank					