



Working in the VUCA World Skills and Knowledge Readiness **VUCA Stress Test Checklist**

| | L | M | H | N/A |
|--|---|---|---|-----|
| Does your organization experience VUCA issues? | | | | |
| Will your organization experience a future VUCA skills gap ? | | | | |
| Do your people have the Business Acumen / knowledge to compete in a changing VUCA world? | | | | |
| How would you rate your people for Strategic Critical Thinking skills for the VUCA world? | | | | |
| How would you rate your people for Strategic Problem Identification skills for the VUCA world? | | | | |
| Is your organization able to carry out Accelerated Decision Making to pace with the VUCA world? | | | | |
| In particular, are your leaders VUCA capable ? | | | | |
| Does your organization and its leaders engage in rigorous Medium - Long-term Planning ? | | | | |
| Do your leaders engage in Complex Consequence Analysis as part of the planning process? | | | | |
| How rigorous is your Strategic Risk Management process for every function? | | | | |
| Do your employees have the skills to Navigate a Horizontal Matrix Structure for rapid responsiveness? | | | | |
| How would you rate all employees for Complex Communication Skills required in the VUCA world? | | | | |
| Are your employees delivering 100% on the VUCA role and competency requirements? | | | | |
| Are your people in the right roles that align with VUCA competencies ? | | | | |
| Would you rehire your current team of people to deal with VUCA issues? | | | | |
| Is your organization today poised for future growth and opportunity ? | | | | |

Add scores to determine probability of success in the VUCA world

Low-1pt., Moderate 2pts., High-3pts.

| | Probability of Organizational Success With Current Human Capital Capabilities | | |
|-----------------------------------|---|----------------|----------------------|
| Total Score | 0 - 17 | 18 - 34 | 35 - 51 |
| Value Creation | Low | Moderate | High |
| Organizational Agility | Limited | Limited Growth | Can Deploy on Demand |
| Ability to Meet Market Challenges | Limited | Limited Growth | High Ability |
| Growth | Low | Moderate | High |
| Ability to Change | Low | Moderate | High |

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