

ORGANIZATIONAL TRANSFORMATIONAL BLUEPRINT

Executive Readiness Assessment (OTB)

Organization:		Date:	
Executive Name:		Total Score:	_____ / 40

Purpose: The Organizational Transformational Blueprint (OTB) is built to work with Executive Leaders and their teams who are ready for major change and willing to do what it takes to make it happen. The following assessment evaluates your organization's current readiness and willingness to embark on this transformational journey.

Instructions & Scoring Scale

For each statement below, score your current level of agreement on a scale of **1 to 5**:

1	Strongly Disagree / Not Ready	2	Disagree / Unsure	3	Neutral / Conditionally Ready	4	Agree / Mostly Ready	5	Strongly Agree / Fully Committed
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ASSESSMENT QUESTIONS

#	READINESS DIMENSION	ASSESSMENT STATEMENT	SCORE (1–5)
1	Visionary Direction	You have a compelling vision of what your organization can be—or you are fully willing to create and follow one.	
2	Adaptive Leadership	You can hold true to that vision while allowing it to evolve and grow with genuine input from your Executive Leadership Team (ELT) and next-level leaders.	
3	Intellectual Rigor	You are prepared to challenge your own assumptions and beliefs, be challenged by others, and engage in serious questioning about who your organization is and what is possible.	
4	Radical Truth-Telling	You are willing to speak the unvarnished truth about where your business stands—the good, the bad, and the ugly—and actively listen to and learn from others doing the same.	
5	Capacity & Commitment	You are prepared to add a major new responsibility to your workload—one that will consume significant time and focus from you and your Executive Team over the next 9 to 12 months.	
6	Participative Culture	You fundamentally believe in collaboration, participative decision-making, prioritizing the team over individual agendas, and open information-sharing.	

#	READINESS DIMENSION	ASSESSMENT STATEMENT	SCORE (1–5)
7	Breakthrough Mindset	You are excited—or at least enticed—by the prospect of innovation, calculated risk-taking, collective ownership, and achieving breakthrough performance.	
8	Role-Modeling & Alignment	You are personally committed to living these transformational values and inspiring your broader organization through the visible actions of yourself and your leadership team.	

SCORING & INTERPRETATION

Calculate your total score by adding up responses across all 8 questions (Total Possible: 40):

34 – 40 Points | High Readiness (Green Light)

Your leadership team demonstrates the mindset, candor, and commitment required to execute the OTB framework successfully. You are ready to launch Stage 1.

26 – 33 Points | Conditional Readiness (Yellow Light)

There is strong alignment in key areas, but specific hesitation around bandwidth, truth-telling, or shared ownership. A targeted alignment session is recommended before full launch.

Under 26 Points | Alignment Needed (Red Light)

Significant gaps exist in executive willingness, capacity, or trust. Core leadership alignment and diagnostic work must take place prior to initiating the OTB process.

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