

## Assessing Your Firm's Reluctance to Simplify

*How well do the following statements describe your work, unit, department, or organization? For each item, circle the number that best reflects your conclusion: 1 = not at all, 2 = to some extent, 3 = a great deal.*

1. People around here take nothing for granted.

1      2      3

2. Questioning is encouraged.

1      2      3

3. We strive to challenge the status quo.

1      2      3

4. People feel free to bring up problems and tough issues.

1      2      3

5. People generally deepen their analyses to better grasp the nature of the problems that arise.

1      2      3

6. People are encouraged to express different views of the world.

1      2      3

7. People listen carefully, and it is rare that someone's view goes unheard.

1      2      3

8. People are not attacked when they report information that could interrupt operations.

1      2      3

9. When something unexpected happens, people spend more time analyzing than advocating for their view.

1      2      3

10. Skeptics are highly valued.

1      2      3

11. People trust each other.

1      2      3

12. People show considerable respect for one another.

1      2      3

### **Scoring**

Add the numbers. If you score higher than 24, the potential to avoid simplification is strong.

If you score between 15 and 24, the potential to avoid simplification is moderate.

Scores lower than 15 suggest that you should be actively considering how you can immediately improve your capabilities to prevent simplification in order to improve your firm's capacity for mindfulness.