

Expedition Readiness Check

Use this scorecard with your leadership team. Score each question honestly, then identify your development priority.

Score each question 1–5: 1 = fragile / inconsistent 3 = developing 5 = disciplined and consistent

#1 ADAPTABILITY — The ability to adjust without fracturing

1. When new information contradicts the plan, how quickly does the team adjust?
2. Do we defend prior decisions more than we examine updated data?
3. Can we pivot without internal blame or emotional escalation?

MARKER SCORE (3 questions, max 15):

Reflect: Where have we resisted change recently — and what did that cost us?

#2 RESILIENCE — The speed of recovery after a setback

1. After setbacks, how long does frustration linger before constructive energy returns?
2. Do we debrief after difficult moments, or move on without reflecting?
3. Does morale recover quickly after pressure spikes?

MARKER SCORE (3 questions, max 15):

Reflect: What recent setback revealed our actual recovery speed?

#3 AWARENESS — The discipline of noticing signals early

1. Do we regularly scan for early signals from customers, stakeholders, and competitors?
2. Are dissenting voices welcomed, or does the team discourage them?
3. Do junior team members feel safe raising concerns before they become serious?

MARKER SCORE (3 questions, max 15):

Reflect: What signal did we catch early this year? What did we miss?

#4 JUDGMENT — The courage to decide with imperfect information

1. Do we make timely decisions with incomplete information, or wait for certainty?
2. Do we proportion risk accurately — neither dismissing it nor magnifying it?
3. Do we balance speed with discipline, or tend toward one at the expense of the other?

MARKER SCORE (3 questions, max 15):

Reflect: Where have we over-deliberated? Where have we moved too fast?

TOTAL SCORE (4 markers, max 60):

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THE HARD QUESTION

"If disruption hit tomorrow, which of these four markers would fail first?"

Use that answer to identify your development priority for this quarter.

Adaptability

Resilience

Awareness

Judgment

QUARTERLY ACTION PLAN

Choose one marker to strengthen this quarter. Assign a specific practice. Revisit the assessment next quarter.

Recommended practices by marker:

Adaptability: Run a Red Team review — assign a group to challenge the plan's assumptions before conditions expose them.

Resilience: Build a structured debrief into every major milestone. Reflection after success matters as much as after setbacks.

Awareness: Hold a monthly signal review — surface weak signals from customers, competitors, and the market.

Judgment: Map 2-3 realistic scenarios before the next major decision and pressure-test the options before committing.

Marker we're developing:

Specific practice we're committing to:

Owner:

Timeline / check-in date:

TEAM NOTES

"Expedition teams don't assume readiness. They rehearse it." — Bill Fournet