



High Agency Self-Assessment

Each dimension represents a different aspect of high-agency behaviour.
If your answers are a 4 or a 5, most of the time, you are likely a high-agency person.

Initiative & Ownership

When you see something that needs to be done, how do you respond?

1. **Passive:** waits for direction; avoids ownership
2. **Reactive:** responds when asked; takes limited initiative
3. **Reliable:** completes assigned work; rarely goes beyond what's asked
4. **Proactive:** identifies opportunities and risks early
5. **Strategic:** creates direction and mobilises others

Action & Problem Solving

How do you move things forward when obstacles appear?

1. **Stalled:** avoids action; blocked by problems
2. **Dependent:** needs help or advice to move forward
3. **Steady:** progresses with persistence
4. **Resourceful:** finds paths around obstacles
5. **Relentless:** creates solutions where none exist

Learning & Adaptability

How do you respond to change, feedback, and uncertainty?

1. **Fixed:** resists change; repeats mistakes
2. **Hesitant:** accepts change but struggles to apply it
3. **Learner:** adjusts when prompted
4. **Iterative:** experiments and improves continuously
5. **Adaptive:** reframes challenges and evolves consistently

Influence & Execution

How effectively do you turn ideas into outcomes with others?

1. **Informational:** shares information without driving action
2. **Transactional:** executes tasks but doesn't influence outcomes
3. **Collaborative:** communicates clearly and aligns others
4. **Persuasive:** builds support and drives progress
5. **Catalytic:** mobilises people and creates momentum