



High Agency Self-Assessment

This is a simple framework to help you self-reflect on your level of agency. 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 a high-agency person.

Initiative & Ownership

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

1. **Passive:** wait for direction; avoid ownership
2. **Reactive:** respond when asked; take limited initiative
3. **Reliable:** complete assigned work; sometimes go beyond what's asked
4. **Proactive:** identify opportunities and risks early
5. **Strategic:** create direction and mobilise others

Action & Problem Solving

How do you move things forward when obstacles appear?

1. **Stalled:** avoid action; blocked by problems
2. **Dependent:** need help or advice to move forward
3. **Steady:** progress with persistence
4. **Resourceful:** find paths around obstacles
5. **Relentless:** create solutions where none exist

Learning & Adaptability

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

1. **Fixed:** resist change; sometimes repeat mistakes
2. **Hesitant:** accept change but struggle to apply it
3. **Learner:** adjust when nudged
4. **Iterative:** experiment and improve continuously
5. **Adaptive:** reframe challenges and evolve consistently

Influence & Execution

How effectively do you turn ideas into outcomes with others?

1. **Informational:** share information without driving action
2. **Transactional:** execute tasks but don't influence outcomes
3. **Collaborative:** communicate clearly and align others
4. **Persuasive:** build support and drive progress
5. **Catalytic:** mobilise people and create momentum