

## Are You a Dodo or a Coyote?

The future belongs to the coyotes. The Dodos will become extinct.

So which one is your team or organization?

We have condensed the characteristics of these two animals into a 10 question assessment. This isn't scientific, but your responses will give you a glimpse of where you are and where you need to improve.

Here is the rating scale:

1. This is never how we operate
2. This is how we operate and what we do occasionally or some of the time
3. This is how we operate and what we do about half of the time
4. This is how we operate and what we do most of the time
5. This is how we operate and what we do all of the time

	1	2	3	4	5
1. We view our environment as constantly evolving and sometimes unpredictable – there is a keen sense of danger and/or opportunity					
2. We never allow a sense of comfort or complacency to prevent us from change					
3. We move quickly and with a sense of urgency in pursuit of our goal once we decide to go					
4. We have a strong sense of ownership. What is ours is ours and others aren't going to take it					
5. We readily collaborate—even with competitors—if it will help us succeed					
6. We meet problems head on with ideas to resolve them – we don't give up; we are resilient					
7. We are suspicious and secretive when it serves us – we don't hide from each other, but we know how to avoid or minimize predators that can harm us					
8. We know and can readily recognize our predators and our friends					
9. We take care of our teams to ensure that they have everything they need to thrive and increase our mutual success					
10. We are versatile and willing to try new things or develop new skills					

### Scoring:

How close are you to becoming the nimble, adaptive, opportunistic problem-solver that you need to be in order to make change work? This scale will give you an idea.

- 10 – 15: You are a first class Dodo. I wish there was another way of saying it, but your organization or team needs help now.
- 16 – 25: You are a Dodo in the making. There is still time to turn it around, but it is going to take some work.
- 26 – 35: You aren't beyond hope, but you can't wait around forever to start changing.
- 36 – 44: You are well on your way to adopting the traits of the coyote. Your challenge is to keep learning and growing.
- 45 – 50: You are a well-positioned to make change work in today's complex and unpredictable environment. Congratulations!

### What's Next?

The next step is up to you. The strategies and ideas in Randy Pennington's book, *Make Change Work*, will put you on the path to staying nimble and relevant in the face of constant change and uncertainty.

You can send your specific question to [info@penningtongroup.com](mailto:info@penningtongroup.com). We will forward it to Randy for a response. It may take a few days, but he will get back with you. Or, contact us to arrange a discussion about how Randy can help your team and organization make change work.

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