

## How Ready Is Your Team?

Readiness is exactly what it sounds like: the capability of a team or individual to accomplish their goals, complete their projects, and perform to standard. Think of readiness in terms of five different levels:

### **R1 Unprepared and likely to fail at meeting expectations**

- Low/no competencies, capacity, and workways to support execution
  - Unable to address and navigate known challenges and low/no capability to respond to unforeseen challenges and opportunities
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### **R2 Poorly prepared**

- Some competency, capacity, and workways, with little practice in running the type of projects and operations required to accomplish objectives
  - May be able to address and navigate known challenges, but low capability to be able to respond to unforeseen challenges and opportunities
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### **R3 Prepared**

- Adequate competency, capacity, and workways, with adequate practice in running the type of projects and operations required to accomplish objectives
- Able to address and navigate known challenges and moderate capability to be able to respond to unforeseen challenges and opportunities

*R3 is the lowest readiness rating where teams should expect success or where something could be called a core competency.*

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### **R4 Well-prepared**

- Ample competency, capacity, and workways, with frequent or proven practice in running the type of projects and operations required to accomplish objectives
  - Able to address and navigate known challenges and completely able to respond to unforeseen challenges and opportunities
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### **R5 Extremely well-prepared**

- All elements of R4, but able to convert challenges to opportunities and fully able to leverage opportunities