

VUCA Diagnostic

Clarity. Alignment. Execution.

A leadership tool for CEOs and leadership teams to diagnose uncertainty and strengthen execution.

Complete individually first. Then compare and discuss as a leadership team.

1. Where is VUCA showing up in our business right now?

Dimension	Key Question	Score (1–5)	Evidence / Examples
Volatility	Where is change outpacing our ability to respond?		
Uncertainty	Where do we lack confidence in decisions or forecasts?		
Complexity	Where are too many variables, dependencies, or moving parts?		
Ambiguity	Where is it unclear what's true or what to do next?		

2. How effectively are we responding?

VUCA Condition	Leadership Capability	Diagnostic Question	Score (1–5)
Volatility	Vision	Do we have a clear, shared direction despite rapid change?	
Uncertainty	Understanding	Are we grounding decisions in real insight and learning?	
Complexity	Clarity	Have we simplified priorities and decision-making?	
Ambiguity	Agility	Are we testing, learning, and adapting quickly?	

3. Where are internal gaps amplifying the problem?

Area	Diagnostic Question	Score (1–5)	Observations
Clarity Strategy	Is our strategy simple, understood, and consistently applied?		
Alignment Team	Is the leadership team aligned on priorities and direction?		
Accountability Execution	Do we have clear ownership and measurable outcomes?		
Rhythm Execution System	Do we have a consistent communication and execution cadence?		

Clarity drives alignment. Alignment drives execution. Execution drives results.

4. What's really going on?

Where is VUCA highest?

Where is our response weakest?

What is the root cause? *Clarity, alignment, accountability, or execution rhythm*

5. What must change in the next 90 days?

What must become clearer? *Strategy / direction*

Where must we align as a team? *Priorities / decisions*

What must be owned and measured? *Execution / accountability*

Top 3 Priorities (Next 90 Days)

1.	
2.	
3.	

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