



EXECUTION MATURITY SELF-ASSESSMENT

Score your operational architecture across 5 dimensions and identify what to build first.

HOW TO SCORE

For each dimension, circle the level (1–3) that most accurately describes your business today, not what you're building toward.

Level 1 = 1 pt; Level 2 = 2 pts; Level 3 = 3 pts; Level 4 = bonus (+0)

DIMENSION	CHAOS	PEOPLE-LED	SYSTEM-LED	OPTIMIZED	WHAT TO BUILD FIRST	SCORE
01 DECISION RIGHTS	Everything goes to the founder. No one knows what they're authorized to decide. Team waits by default.	Informal authority. Experienced people decide; others escalate. Depends on who is present.	Decision rights explicit by level (L1/L2/L3). Written down. Team acts within authority without asking.	Decision rights reviewed quarterly. Delegated further as team capability grows. Founder rarely in operational decisions.	Write down your top 15 decisions. Assign L1 / L2 / L3 to each. Test 30 days.	/3
02 PROCESS OWNERSHIP	No documented processes. Each person does it their way. Output varies widely between staff.	Some SOPs exist but are rarely followed. Knowledge lives with specific people, not in documents.	Core processes documented with named owner + measurable output. Followed consistently. Reviewed regularly.	Processes are version-controlled, regularly audited, and improved by the owner — not the founder.	Pick 1 process with inconsistent output. Define outcome first, then owner, then steps.	/3
03 GOVERNANCE RHYTHM	No review cadence. Issues surface when they become crises. Founder is the only detection mechanism.	Ad hoc meetings when problems arise. Founder-driven reviews. No structured reporting layer.	Weekly ops review runs without founder. KPIs tracked. Deviations caught and corrected at team level.	Governance rhythm is tiered: daily/weekly/monthly. Reporting is automated where possible. Founder reviews exceptions only.	Design 1 weekly team review: 3 KPIs, 1 deviation check, runs without you.	/3
04 ROLE ARCHITECTURE	Roles defined by whoever is doing the work. No outcome definition. Overlap and gaps everywhere.	Roles defined by tasks, not outcomes. Dependent on current person. No transfer documentation.	Each role has defined outcomes, decision rights, interfaces, and capability requirements independent of current holder.	Roles reviewed at each growth inflection point. Role design drives hiring — not the other way around.	Write 1 role's outcome definition without naming the current person. What does 'DONE WELL' look like?	/3
05 EXECUTION CONSISTENCY	Output is unpredictable. Quality varies by day, by person, by location. No standard to measure against.	Output is consistent when the right people are present. Degrades immediately when key staff are absent.	Output consistent regardless of who is present. New hire reaches acceptable quality in weeks, not months.	Consistency is self-improving: team identifies and closes gaps before founder notices them.	Identify 1 task with inconsistent output. Apply 3-layer model: (1) outcome, (2) rules, (3) task definition.	/3
SCORING	0–4 pts Fully people-dependent. Every growth move increases founder load. Start with Decision Rights.	10–12 pts System-led. Identify your 1–2 remaining gaps and sequence the fix.	13–15 pts Optimized. Your architecture is a competitive advantage. Focus on the next growth stage.	TOTAL ___ /15	SUM	