**Triple Challenge Assessment Tool**

It’s designed as a **self-assessment framework** for leaders and project managers to rate their balance across **Agility, Sustainability, and Ethics**.

**Instructions:** Rate your organization from **1 (Not Ready)** to **5 (Fully Ready)** for each statement. Add up the scores for a **readiness index (out of 45)**.

**🔹 Agility (Thriving in Constant Disruption)**

1. Our teams can pivot quickly when project or market conditions change.
2. We regularly use iterative development and feedback loops.
3. Cross-functional collaboration is embedded into how projects are run.
4. Continuous learning is prioritized and supported by leadership.
5. We balance **speed with intentionality**, ensuring decisions align with values.

**Score (1–5 each): \_\_\_\_ / 25**

**🔹 Sustainability (Building for the Long Term)**

1. We measure and minimize the **environmental impact** of AI and digital initiatives (e.g., energy use, carbon footprint).
2. We design for **social responsibility**, ensuring inclusion and equity in solutions.
3. Our organizational systems are **resilient**, able to adapt while preserving core values.
4. Success metrics include **long-term resilience**, not just short-term ROI.
5. We consider workforce and community impacts as part of every project.

**Score (1–5 each): \_\_\_\_ / 25**

**🔹 Ethics (Guardrails for Responsible Innovation)**

1. We have **transparency protocols** for how AI/technology decisions are made.
2. Ethical reviews are built into project lifecycles—not just after launch.
3. Accountability for AI outcomes is **clearly assigned** across teams.
4. We proactively test for **bias, privacy, and fairness** in AI/automation systems.
5. Our decision-making processes align with **organizational and human values**.

**Score (1–5 each): \_\_\_\_ / 25**

**📊 Scoring & Interpretation**

* **100–125 (High Balance):** Your organization integrates agility, sustainability, and ethics well—positioned to lead responsibly.
* **70–99 (Moderate Balance):** Strong in some areas but gaps exist; prioritize the weakest pillar.
* **Below 70 (Low Balance):** Significant risks exist. Start with leadership alignment, ethical reviews, and sustainability integration.

**✅ Next Steps**

1. Identify your **lowest-scoring pillar**—this is your biggest risk.
2. Create **cross-functional action teams** to address gaps.
3. Use this assessment quarterly to track improvement.