

Pre-Program Assignment

IRT Style Questionnaire: Individual Risk Arenas

In considering these questions, rate yourself in comparison to others with whom you work or who are part of your group, team, family, or household, as appropriate. This is necessarily a subjective rating, as the level of risk is often a matter of perception.

Financial

To what degree are you willing to invest your own money in risky projects or opportunities? How would you describe yourself as a risk-taker in this arena?

1	2	3	4	5	6	7
Overcautious			Intelligent	Under-intelligent		

Example:

Business

To what degree are you willing to “bet the company (team, business unit)” on a risky or innovative project, change, or action? How would you describe yourself as a risk-taker in this arena?

1	2	3	4	5	6	7
Overcautious			Intelligent	Under-intelligent		

Example:

Career

To what degree are you willing to put your career at risk by taking an action that may enhance it considerably or, on the other hand, may damage it? How would you describe yourself as a risk-taker in this arena?

1	2	3	4	5	6	7
Overcautious			Intelligent	Under-intelligent		

Example:

Interpersonal

To what degree are you willing to form a personal or business relationship that presents a risk? How would you describe yourself as a risk-taker in this arena?

1	2	3	4	5	6	7
Overcautious			Intelligent	Under-intelligent		

Example:

Intellectual

To what degree are you willing to stand up for unpopular ideas or to open your mind to ideas that are outside of or counter to current “common wisdom”? How would you describe yourself as a risk-taker in this arena?

1	2	3	4	5	6	7
Overcautious			Intelligent	Under-intelligent		

Example:

Physical

To what degree are you willing to participate in activities that present a risk of physical injury? How would you describe yourself as a risk-taker in this arena?

1	2	3	4	5	6	7
Overcautious			Intelligent	Under-intelligent		

Example:

Image

To what degree are you willing to do something that is counter to the image you strive to project to others and maintain for yourself? How would you describe yourself as a risk-taker in this arena?

1	2	3	4	5	6	7
Overcautious			Intelligent	Under-intelligent		

Example:

IRT Style Questionnaire: Organizational Risk Arenas

In considering these questions, rate your organization (division, department, or team) in comparison to other organizations with whom yours interacts or with similar units. This may include the corporation, other divisions, departments or teams, customers, competitors, others in similar industries.

Financial

To what degree is your organization willing to invest resources in risky projects, new technologies, etc.? How would you describe your organization's risk-taking in this arena?

1	2	3	4	5	6	7
Overcautious			Intelligent	Under-intelligent		

Example:

Markets

To what degree is your organization willing to enter new markets or change the way it relates to current customers? How would you describe your organization's risk-taking in this arena?

1	2	3	4	5	6	7
Overcautious			Intelligent	Under-intelligent		

Example:

Products

To what degree is your organization willing to develop or introduce new products or services? To make significant, even disruptive changes in current products and services? How would you describe your organization's risk-taking in this arena?

1	2	3	4	5	6	7
Overcautious			Intelligent	Under-intelligent		

Example:

Relationships

To what degree is your organization willing to develop new relationships, alliances, or partnerships or to change existing ones? How would you describe your organization's risk-taking in this arena?

1	2	3	4	5	6	7
Overcautious			Intelligent	Under-intelligent		

Example:

Systems

To what degree is your organization willing to experiment with or develop new processes and systems or change existing ones? How would you describe your organization's risk-taking in this arena?

1	2	3	4	5	6	7
Overcautious			Intelligent	Under-intelligent		

Example:

People

To what degree is your organization willing to take risks on its people by providing them with stretch opportunities or challenging them to move beyond boundaries? How would you describe your organization's risk-taking in this arena?

1	2	3	4	5	6	7
Overcautious			Intelligent	Under-intelligent		

Example:

Public

To what degree is your organization willing to experiment with its public image or its relationship with the larger community? How would you describe your organization's risk-taking in this arena?

1	2	3	4	5	6	7
Overcautious			Intelligent	Under-intelligent		

Example: