

## Worksheet #2: Evaluating Your Results

	<b>R<sup>2</sup> Result</b>	<b>Score</b>	<b>R<sup>1</sup> or R<sup>2</sup></b>
<b>A</b>			
	<b>Difficulty: 1 2 3 4 5 6 7 8 9 10</b> No real change In difficulty		Significantly higher than past results
	<b>Direction: 1 2 3 4 5 6 7 8 9 10</b> Same direction		Significantly different direction
	<b>Deployment: 1 2 3 4 5 6 7 8 9 10</b> No major deployment required		Significant redeployment of people/resources
	<b>Development: 1 2 3 4 5 6 7 8 9 10</b> Current organizational capabilities will do the job		Processes, systems, skills, structures must change significantly

A score of 28 to 40 represents a clear R<sup>2</sup>. Your culture may need to shift dramatically to achieve it.

A score of 16 to 27 indicates that this desired result is probably an R<sup>2</sup>, and will most likely require a serious culture change to bring it about.

A score of 4 to 15 signals that the desired result is probably R<sup>1</sup>, but may require a more isolated and tactical shift, as opposed to an overarching one for the entire organization.

source: *Change the Culture, Change the Game*

B	R <sup>2</sup> Result										Score	R <sup>1</sup> or R <sup>2</sup>
	<b>Difficulty:</b> 1 2 3 4 5 6 7 8 9 10	No real change In difficulty					Significantly higher than past results					
<b>Direction:</b> 1 2 3 4 5 6 7 8 9 10	Same direction					Significantly different direction						
<b>Deployment:</b> 1 2 3 4 5 6 7 8 9 10	No major deployment required					Significant redeployment of people/resources						
<b>Development:</b> 1 2 3 4 5 6 7 8 9 10	Current organizational capabilities will do the job					Processes, systems, skills, structures must change significantly						

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