Agility Sustainability Assessment

Building Self-Reinforcing Agility

A companion resource from Agile Meets AI, Chapter 9

Team: _____ **Date:** _____

Rate each statement: 1 = Never/Rarely, 5 = Consistently/Always Assess Quarterly

Statement	1	2	3	4	5
1. QUESTIONING EVERYTHING					
We regularly ask, "What are we doing simply because we've always done it?"	☐	☐	☐	☐	☐
No process, tool, or ceremony is immune to examination.	☐	☐	☐	☐	☐
2. PRIORITIZING LEARNING					
We track learning metrics alongside delivery metrics.	☐	☐	☐	☐	☐
We reserve non-negotiable time every sprint for learning.	☐	☐	☐	☐	☐
3. CUSTOMER AS NORTH STAR					
Customer value sits at the center of every decision.	☐	☐	☐	☐	☐
We review customer feedback/analytics before planning sessions.	☐	☐	☐	☐	☐
4. PSYCHOLOGICAL SAFETY					
Team members can speak openly, admit mistakes, and suggest improvements.	☐	☐	☐	☐	☐
Leaders openly share their mistakes and learnings.	☐	☐	☐	☐	☐
5. LEADERSHIP ALIGNMENT					
Leadership behavior aligns with stated agile values.	☐	☐	☐	☐	☐
Leaders regularly ask teams: "What should I do differently?"	☐	☐	☐	☐	☐
6. BALANCED METRICS					
We balance internal metrics (predictability) with external metrics (customer value).	☐	☐	☐	☐	☐
Metrics inform decisions; they are not the goal themselves.	☐	☐	☐	☐	☐

Scoring

1. Questioning: ___ / 10	3. Customer: ___ / 10	5. Leadership: ___ / 10
2. Learning: ___ / 10	4. Safety: ___ / 10	6. Metrics: ___ / 10

TOTAL: ___ / 60

Interpretation:

- **48–60:** Strong sustainability — maintain vigilance and share practices
- **36–47:** Moderate sustainability — identify weakest dimensions for focused improvement
- **24–35:** At risk — prioritize foundation elements (safety, leadership alignment)
- **Below 24:** Critical — agility is likely eroding; immediate intervention needed

Priority Focus

Lowest-scoring dimension: _____

One practice we'll commit to fully: _____

Next assessment date: _____

The real test of agile maturity is not how well you follow frameworks, but how effectively your practices serve your mission. The organizations that sustain agility are those that keep paying attention, keep questioning, and keep adapting.