

Aligned Autonomy Self-Assessment

Based on Henrik Kniberg's Alignment-Autonomy Matrix

A companion resource from Agile Meets AI, Chapter 7

High Alignment + Low Autonomy COMMAND & CONTROL "Do this, this way"	High Alignment + High Autonomy ALIGNED AUTONOMY ✓ "Here's why, you decide how"
Low Alignment + Low Autonomy CONFUSION "Just do something"	Low Alignment + High Autonomy CHAOS "Do whatever you want"

Rate each statement: 1 = Strongly Disagree, 5 = Strongly Agree

Statement	1	2	3	4	5
ALIGNMENT — Do we understand the 'why'?					
We understand how our team's work connects to company goals.					
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We know what success looks like for our customers.					
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We understand our priorities and why they matter.					
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We are aligned with other teams we depend on or who depend on us.					
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
When priorities change, we understand the reasoning behind the change.					
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
AUTONOMY — Do we control the 'how'?					
We decide how to break down and approach our work.					
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We can make technical decisions without seeking approval.					
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We choose our own tools and practices within clear guardrails.					
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We can experiment with new approaches without excessive permission.					
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We are trusted to manage our time and commitments.					
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Scoring

Alignment Score (Q1-5)

Total: _____ / 25

20-25 = High | 13-19 = Moderate | <13 = Low

Autonomy Score (Q6-10)

Total: _____ / 25

20-25 = High | 13-19 = Moderate | <13 = Low

Interpretation

High Alignment + High Autonomy: You're in the sweet spot. Focus on maintaining this balance.

High Alignment + Low Autonomy: Command & control. Push for more decision-making authority.

Low Alignment + High Autonomy: Chaos risk. Seek clarity on goals and priorities.

Low Alignment + Low Autonomy: Confusion. Address alignment first, then build autonomy.

 **Ask your team:** "Do we understand how our work connects to company goals, and do we have the freedom to decide how to achieve them?"