

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 <i>"Do this, this way"</i>	High Alignment + High Autonomy ALIGNED AUTONOMY ✓ <i>"Here's why, you decide how"</i>
Low Alignment + Low Autonomy CONFUSION <i>"Just do something"</i>	Low Alignment + High Autonomy CHAOS <i>"Do whatever you want"</i>

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"/>
We know what success looks like for our customers.	<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"/>
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"/>
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"/>
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"/>
We can make technical decisions without seeking approval.	<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"/>
We can experiment with new approaches without excessive permission.	<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"/>

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
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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?"

Adapted from Henrik Kniberg's Spotify Engineering Culture • From *Agile Meets AI: A Pragmatic Guide for Modern Teams* by Sheila Eckert
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