

Levels of Work Assessment

Readiness to deal with Complexity

- Find a match between an **individual's capability** and the role **responsibilities** with which they are entrusted.
- Because when an individual is **"In Flow"** it leads to deep **engagement** and optimal performance.
- Identify an individual's **current and future capability** to perform at **different levels of complexity**.

Out of Flow

Overextended:
lower
capability

In Flow

Capability
matches role
complexity

Out of Flow

Underutilised:
higher
capability

Level

Capability

1. Tangible
Brilliance

Involves practical, structured, defined, quality-focused tasks.

2. Excellence
Clarification

Involves analytical, linear procedures with unclear outcomes.

3. Strategy
Execution

Involves planning and structuring tangible resources for strategic outcomes.

4. Strategy
Contextualising

Involves contextualizing strategic outcomes across units or systems.

5. Strategy
Conceptualising

Involves abstract analysis, conceptualizing strategies with unclear information.

Each level contributes to different levels of work within organisations, with **no level more important than another**.

Online enabled and takes around **30 minutes**.

Use for **recruitment and development**.

Extremely useful for **succession planning**.