THE VUCA-PLUS ENVIRONMENTAL INVENTORY

The Center for Personal and Organizational Assessment

The Professional School of Psychology

The VUCA-Plus Environmental Inventory

We are living in a very challenging world—and it is good on occasion to gain a perspective on the nature and strength of specific challenges. This inventory provides you with a series of questions about the environment in which you are working and living. Please imagine that you are being interviewed about the challenges that you are facing and respond to the interviewer by offering (checking) one of five options as to the accuracy for you of a specific description. There is no one correct answer for everyone—especially given the many different settings in which people completing this inventory are likely to be working and living. The only correct answer is your honest appraisal of each statement.

Here is a brief description of each option you can check:

Never Accurate [1] = I find that this statement is not at all related to the current environment in which I work and live.

Rarely Accurate [2] = This statement might occasionally be applicable to the current environment in which I work and live.

Sometimes Accurate [3] = I find this statement to be applicable with some regularity to the current environment in which I work and live.

Often Accurate [4] = I find this statement to be applicable most of the time to the current environment in which I work and live.

Very Accurate [5] = I find that this statement fully captures the daily reality of the environment in which I currently work and live.

Tell me about the environment in which you operate.

1.Many different natural and human environments must be considered when planning for any initiative

Never Accurate	Rarely Accurate	Sometimes Accurate	Often Accurate	Very Accurate
[1] ____	[2]____	[3]____	[4]____	[5]____

2.There always seems to be a new environment with new technology requiring a lot of experimentation and testing before implementing new initiatives.

Never Accurate	Rarely Accurate	Sometimes Accurate	Often Accurate	Very Accurate
[1] ____	[2]____	[3]____	[4]____	[5]____

3.There always seems to be multiple interpretations of the current environment—with emerging technologies mudding up the water rather than providing clarity.

Never Accurate	Rarely Accurate	Sometimes Accurate	Often Accurate	Very Accurate
[1] ____	[2]____	[3]____	[4]____	[5]____

4.It is hard to predict the outcomes related to many initiatives given the chaos that often reigns supreme.in the environment.

Never Accurate	Rarely Accurate	Sometimes Accurate	Often Accurate	Very Accurate
[1] ____	[2]____	[3]____	[4]____	[5]____

5.All thoughtful considerations in planning for most initiatives require attending to multiple geographies, locations, and cultures

Never Accurate	Rarely Accurate	Sometimes Accurate	Often Accurate	Very Accurate
[1] ____	[2]____	[3]____	[4]____	[5]____

6.The environment always seems to be changing when planning for and managing an initiative.

Never Accurate	Rarely Accurate	Sometimes Accurate	Often Accurate	Very Accurate
[1] ____	[2]____	[3]____	[4]____	[5]____

Tell me what it is like to plan for an initiative at this point in time.

7.When planning for an initiative, it is common for some changes to be easily made while other changes are very difficult is not impossible to enact.

Never Accurate	Rarely Accurate	Sometimes Accurate	Often Accurate	Very Accurate
[1] ____	[2]____	[3]____	[4]____	[5]____

8.When planning for an initiative, it is common for many relevant situations to be quite divergent in their form and/or context.

Never Accurate	Rarely Accurate	Sometimes Accurate	Often Accurate	Very Accurate
[1] ____	[2]____	[3]____	[4]____	[5]____

9.Multiple sets of regulations, documentation requirements, laws, procedures and political interests must always be taken into account when planning for and managing most initiatives.

Never Accurate	Rarely Accurate	Sometimes Accurate	Often Accurate	Very Accurate
[1] ____	[2]____	[3]____	[4]____	[5]____

10.It is often hard if not impossible to make valid plans or choices in response to events—given current information that is available.

Never Accurate	Rarely Accurate	Sometimes Accurate	Often Accurate	Very Accurate
[1] ____	[2]____	[3]____	[4]____	[5]____

11.There are many "unknown unknowns" in the world when planning for an initiative.

Never Accurate	Rarely Accurate	Sometimes Accurate	Often Accurate	Very Accurate
[1] ____	[2]____	[3]____	[4]____	[5]____

12.When planning for and managing any initiative there are often rapid changes of circumstances

Never Accurate	Rarely Accurate	Sometimes Accurate	Often Accurate	Very Accurate
[1] ____	[2]____	[3]____	[4]____	[5]____

What is it like trying to figure out if something is working at the present time?

13.Deliverables associated with specific initiatives usually can't be easily defined or assessed.

Never Accurate	Rarely Accurate	Sometimes Accurate	Often Accurate	Very Accurate
[1] ____	[2]____	[3]____	[4]____	[5]____

14.It is rare regarding any initiative that there is clear governance and straightforward decision-making.

Never Accurate	Rarely Accurate	Sometimes Accurate	Often Accurate	Very Accurate
[1] ____	[2]____	[3]____	[4]____	[5]____

15.Competing "hidden agenda" always seem to be abundant regarding most initiatives.

Never Accurate	Rarely Accurate	Sometimes Accurate	Often Accurate	Very Accurate
[1] ____	[2]____	[3]____	[4]____	[5]____

16.It is hard to determine the outcomes related to many initiatives, since the available sources of information are often in disagreement.

Never Accurate	Rarely Accurate	Sometimes Accurate	Often Accurate	Very Accurate
[1] ____	[2]____	[3]____	[4]____	[5]____

17.Outcomes are not easy to envision with regard to most initiatives

Never Accurate	Rarely Accurate	Sometimes Accurate	Often Accurate	Very Accurate
[1] ____	[2]____	[3]____	[4]____	[5]____

18.The scope of most initiatives is elusive--not well defined and without firm approval of all relevant constituencies

Never Accurate	Rarely Accurate	Sometimes Accurate	Often Accurate	Very Accurate
[1] ____	[2]____	[3]____	[4]____	[5]____

How are you dealing with the information needed to do something under the current circumstances?

19.There are many risks associated with not being able process all the information correctly when planning for most initiatives

Never Accurate	Rarely Accurate	Sometimes Accurate	Often Accurate	Very Accurate
[1] ____	[2]____	[3]____	[4]____	[5]____

20.When planning for and managing an initiative there usually are both predictable and unpredictable circumstances.

Never Accurate	Rarely Accurate	Sometimes Accurate	Often Accurate	Very Accurate
[1] ____	[2]____	[3]____	[4]____	[5]____

21.it is often hard to identify all the stakeholders and their relationships to an initiative when planning for and conducting these initiatives.

Never Accurate	Rarely Accurate	Sometimes Accurate	Often Accurate	Very Accurate
[1] ____	[2]____	[3]____	[4]____	[5]____

22.Most important initiatives seem to reside at points of profound and often heated contention.

Never Accurate	Rarely Accurate	Sometimes Accurate	Often Accurate	Very Accurate
[1] ____	[2]____	[3]____	[4]____	[5]____

23.Causal relationships related to a specific initiative often seem to be changing. It is hard to rely on anything.

Never Accurate	Rarely Accurate	Sometimes Accurate	Often Accurate	Very Accurate
[1] ____	[2]____	[3]____	[4]____	[5]____

24.Relevant information is often hard to obtain when planning for an initiative

Never Accurate	Rarely Accurate	Sometimes Accurate	Often Accurate	Very Accurate
[1] ____	[2]____	[3]____	[4]____	[5]____

Tell me about what it looks and feels like to be operating in our current environment

25. The environment looks and feels like white water swirling around me.

Never Accurate	Rarely Accurate	Sometimes Accurate	Often Accurate	Very Accurate
[1] ____	[2]____	[3]____	[4]____	[5]____

26. The environment looks and feels like a heavy, enveloping fog.

Never Accurate	Rarely Accurate	Sometimes Accurate	Often Accurate	Very Accurate
[1] ____	[2]____	[3]____	[4]____	[5]____

27. The environment looks and feels like a massive tug-of-war between competing parties.

Never Accurate	Rarely Accurate	Sometimes Accurate	Often Accurate	Very Accurate
[1] ____	[2]____	[3]____	[4]____	[5]____

28. The environment looks and feels like a heavy enmeshed network of many nodes/points/boxes.

Never Accurate	Rarely Accurate	Sometimes Accurate	Often Accurate	Very Accurate
[1] ____	[2]____	[3]____	[4]____	[5]____

29. The environment looks and feels like it is being plotted as a wavy line on a chart.

Never Accurate	Rarely Accurate	Sometimes Accurate	Often Accurate	Very Accurate
[1] ____	[2]____	[3]____	[4]____	[5]____

30. The environment looks and feels like an expanding cone of possibility.

Never Accurate	Rarely Accurate	Sometimes Accurate	Often Accurate	Very Accurate
[1] ____	[2]____	[3]____	[4]____	[5]____

Describe how you manage in the midst of our current world.

31. Rapid changes in supply/availability of needed resources are common with regard to most initiatives.

Never Accurate	Rarely Accurate	Sometimes Accurate	Often Accurate	Very Accurate
[1] ____	[2]____	[3]____	[4]____	[5]____

32. Many parties must often be involved in an initiative: subcontractors, organizational departments, multiple organizations.

Never Accurate	Rarely Accurate	Sometimes Accurate	Often Accurate	Very Accurate
[1] ____	[2]____	[3]____	[4]____	[5]____

33. Most initiatives seem to be filled with competing interests and desired outcomes.

Never Accurate	Rarely Accurate	Sometimes Accurate	Often Accurate	Very Accurate
[1] ____	[2]____	[3]____	[4]____	[5]____

34. The "real" agenda never seems to be very clear regarding most initiatives

Never Accurate	Rarely Accurate	Sometimes Accurate	Often Accurate	Very Accurate
[1] ____	[2]____	[3]____	[4]____	[5]____

35. Can rarely use only a few and proven technology components when planning for and managing an initiative

Never Accurate	Rarely Accurate	Sometimes Accurate	Often Accurate	Very Accurate
[1] ____	[2]____	[3]____	[4]____	[5]____

36. Connections between tasks are rarely clear when managing an initiative.

Never Accurate	Rarely Accurate	Sometimes Accurate	Often Accurate	Very Accurate
[1] ____	[2]____	[3]____	[4]____	[5]____

Tell me about how decisions are made and how risks are assessed in the world where you operate.

37.Risk factors are not well known and are often hard to document regarding most initiatives.

Never Accurate	Rarely Accurate	Sometimes Accurate	Often Accurate	Very Accurate
[1] ____	[2]____	[3]____	[4]____	[5]____

38.Most initiatives require interfacing with multiple technologies, projects and/or operations

Never Accurate	Rarely Accurate	Sometimes Accurate	Often Accurate	Very Accurate
[1] ____	[2]____	[3]____	[4]____	[5]____

39.Risk factors are often a source of contention. It is often hard even to agree on how to document the risks associated with most initiatives.

Never Accurate	Rarely Accurate	Sometimes Accurate	Often Accurate	Very Accurate
[1] ____	[2]____	[3]____	[4]____	[5]____

40.It is hard to define, determine or manage risk when planning for most initiatives

Never Accurate	Rarely Accurate	Sometimes Accurate	Often Accurate	Very Accurate
[1] ____	[2]____	[3]____	[4]____	[5]____

41.It is hard to establish and maintain known, well-defined objectives with regard to most initiatives.

Never Accurate	Rarely Accurate	Sometimes Accurate	Often Accurate	Very Accurate
[1] ____	[2]____	[3]____	[4]____	[5]____

42.Risk factors are not well known and are often hard to document regarding most initiatives.

Never Accurate	Rarely Accurate	Sometimes Accurate	Often Accurate	Very Accurate
[1] ____	[2]____	[3]____	[4]____	[5]____

What is known and what is not known in the world that you live in each day?

43. When planning for an initiative, most of the necessary information is well known and accessible. However, the vast amount of information makes it hard to navigate once the initiative is underway.

Never Accurate	Rarely Accurate	Sometimes Accurate	Often Accurate	Very Accurate
[1] _____	[2]_____	[3]_____	[4]_____	[5]_____

44. There often is not agreement on what is "knowable" and what is "unknowable" in the world when planning for an initiative.

Never Accurate	Rarely Accurate	Sometimes Accurate	Often Accurate	Very Accurate
[1] _____	[2]_____	[3]_____	[4]_____	[5]_____

45. Most initiatives seem to reside at the border of human knowledge and at the boundary of the future.

Never Accurate	Rarely Accurate	Sometimes Accurate	Often Accurate	Very Accurate
[1] _____	[2]_____	[3]_____	[4]_____	[5]_____

46. The cause of an event is understood, but it is unknown when and which implications it will have if any at all regarding most initiatives.

Never Accurate	Rarely Accurate	Sometimes Accurate	Often Accurate	Very Accurate
[1] _____	[2]_____	[3]_____	[4]_____	[5]_____

47. Solid contracts can rarely be relied on throughout the duration of an initiative

Never Accurate	Rarely Accurate	Sometimes Accurate	Often Accurate	Very Accurate
[1] _____	[2]_____	[3]_____	[4]_____	[5]_____

48. The "knowns" and "unknowns" related to a specific initiative often seem to be shifting. It is hard to remain certain about what we know.

Never Accurate	Rarely Accurate	Sometimes Accurate	Often Accurate	Very Accurate
[1] _____	[2]_____	[3]_____	[4]_____	[5]_____

Tell me about the potholes and pitfalls that often are encountered in your execution of a plan.

49.There are many stakeholders associated with most initiatives—often with time zone/cultural differences

Never Accurate	Rarely Accurate	Sometimes Accurate	Often Accurate	Very Accurate
[1] ____	[2]____	[3]____	[4]____	[5]____

50.There never seems to be adequate timeframe with good slack in schedule when planning for an initiative

Never Accurate	Rarely Accurate	Sometimes Accurate	Often Accurate	Very Accurate
[1] ____	[2]____	[3]____	[4]____	[5]____

51.When planning for an initiative, it is common for many relevant situations to be unique in their form and/or context.

Never Accurate	Rarely Accurate	Sometimes Accurate	Often Accurate	Very Accurate
[1] ____	[2]____	[3]____	[4]____	[5]____

52.Some stakeholders associated with specific initiative never leave (even if we want them to go away), while other stakeholders don't seem to hang around very long (even if they are critical to this initiative).

Never Accurate	Rarely Accurate	Sometimes Accurate	Often Accurate	Very Accurate
[1] ____	[2]____	[3]____	[4]____	[5]____

53.Some information is available with regard to specific initiatives, but the volume or nature of this information can be overwhelming to process.

Never Accurate	Rarely Accurate	Sometimes Accurate	Often Accurate	Very Accurate
[1] ____	[2]____	[3]____	[4]____	[5]____

54.There is rarely agreement regarding what is "hidden" in the agenda and what is readily apparent for all stakeholders to see.

Never Accurate	Rarely Accurate	Sometimes Accurate	Often Accurate	Very Accurate
[1] ____	[2]____	[3]____	[4]____	[5]____

A few final observations about your work at the present time

55.Despite a lack of other information, the basic cause and effects of specific events as they relate to a specific initiative are known, which means that change is possible but not a given.

Never Accurate	Rarely Accurate	Sometimes Accurate	Often Accurate	Very Accurate
[1] ____	[2]____	[3]____	[4]____	[5]____

56.It never seems to be simple to do planning—there is rarely straightforward/sequential execution

Never Accurate	Rarely Accurate	Sometimes Accurate	Often Accurate	Very Accurate
[1] ____	[2]____	[3]____	[4]____	[5]____

57.It is rare that an initiative has been engaged many times before. This makes it hard to learn from the past.

Never Accurate	Rarely Accurate	Sometimes Accurate	Often Accurate	Very Accurate
[1] ____	[2]____	[3]____	[4]____	[5]____

58.There is usually no agreement among the stakeholders regarding the desired deliverables associated with specific initiatives.

Never Accurate	Rarely Accurate	Sometimes Accurate	Often Accurate	Very Accurate
[1] ____	[2]____	[3]____	[4]____	[5]____

59.It is hard to determine the outcomes and causal relationships related to many initiatives, since there is no past information to help predict these outcomes.

Never Accurate	Rarely Accurate	Sometimes Accurate	Often Accurate	Very Accurate
[1] ____	[2]____	[3]____	[4]____	[5]____

60.We seem to be living in a time and in an environment that is filled simultaneously with rapid change, repeated change and non-change> It is quite a mixture.

Never Accurate	Rarely Accurate	Sometimes Accurate	Often Accurate	Very Accurate
[1] ____	[2]____	[3]____	[4]____	[5]____

THANK YOU FOR COMPLETING THIS INVENTORY