

The Right Speed

A quick assessment to compare your pace with the pace of your organization

THE IDEA

In “Choose the Correct Lane,” I talk about how people and organizations operate at different speeds, and how frustrating it can be when those speeds don’t match. This resource helps you see how closely your pace matches your organization’s.



How to use this resource: Complete both assessments—one for your speed and one for your organization’s speed—then compare your results. Rate each statement from 1–10.

1 = Not at all true | 10 = Completely true

PART ONE

What’s your speed?

Rate each statement from 1-10.

1 2 3 4 5 6 7 8 9 10

I’m able to easily jump between topics and keep up.

☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐

I thrive with getting multiple things done each day.

☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐

I get annoyed if folks seem to be slower on the uptake than I am.

☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐

I try to respond to DMs within minutes and emails within an hour.

☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐

I assume I’ll be working after hours if a project is incomplete.

☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐

I typically work between 40-60 hours/week.

☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐

I handle dozens of emails and DMs a day.

☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐

I feel a drive to complete a task before someone has to ask for it.	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐
I prefer to make most decisions quickly (within 48 hours).	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐
I have no problem keeping up on most of my work.	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐
When I attend a meeting, I'm prepared and ready to get to work.	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐
I manage my time so I can jump from one meeting to another.	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐
If I have free time, I immediately fill it with tasks I've had on my list.	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐
I often multitask to get things done.	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐
I often take work home on the weekends to complete it.	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐
I brainstorm and ideate and begin to put those ideas into place within a few days.	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐

Take the total number and average it.

YOUR SPEED SCORE

Total: _____ ÷ 16 = _____

What your score says

7 to 10

You are likely a **FAST Lane** employee.

4 to 6.9

You are likely a **MIDDLE Lane** employee.

Under 4

You are likely a **SLOW Lane** employee.

Rate each statement from 1-10 based on your organization.

1 2 3 4 5 6 7 8 9 10

The team quickly considers, debates, and decides on changes.

☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐

The executive team is responsive to texts, DMs, and emails within a few days.

☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐

The executive team prioritizes completing their own tasks within the same timeframe a manager would.

☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐

Company-wide communications are disseminated within a short period of time after decisions.

☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐

The CEO does not take on more than they should considering the size of the company.

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The hiring process is typically completed within a month for a new candidate.

☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐

Leadership typically drives change management rather than leaving it up to initiative owners.

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Leadership prioritizes learning new things.

☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐

Leaders are early adopters of new technologies.

☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐

Leaders expect fast responses from their direct reports.

☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐

Team members are working across different time zones.

☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐

Quality control and other regulatory policies are conducted quickly and efficiently.

☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐

Product, user, and customer experiences are tracked and reported on quickly.

☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐

There is a business analytics tool that can track and democratize data across the organization.

☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐

Teams are held accountable for metrics in a timely manner (within days).

☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐

Training or termination of ineffective sales team members occurs immediately upon discovery of the trend.

☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐

YOUR ORGANIZATION'S
SPEED SCORE

Take the total number and average it.

Total: _____ ÷ 16 = _____

What your organization's score says

7 to 10

You are likely in a **FAST Lane** organization.

4 to 6.9

You are likely in a **MIDDLE Lane** organization.

Under 4

You are likely in a **SLOW Lane** organization.

None of these paces is wrong. But if your speed and your organization's speed are drastically different, it will probably feel uncomfortable. An 80-mph person in a 45-mph organization may constantly feel frustrated by how long things take. A 45-mph person in an 80-mph organization may constantly feel like they're trying to catch up.

That mismatch is worth paying attention to.