

# RED TEAMING: INVITING A “CHALLENGE THE PROCESS” FOCUSED TEAM ASSESSMENT



## Instructions

Red teaming is a strategic approach that uses contrarian thinking and stress-testing to improve decision quality. It involves avoiding decision-making in isolation, inviting a devil’s advocate perspective, and examining initiatives from multiple angles. This self-assessment will help you evaluate your understanding and application of red teaming principles and reflect on your current practices and identify areas for improvement.

Answer the below questions with the 5-point scale and choose the rating you agree with most for each question. Calculate your total score.

- 5=Strongly Agree
- 4=Somewhat Agree
- 3=Neutral
- 2=Somewhat Disagree
- 1=Strongly Disagree

1. I actively seek out opposing viewpoints and encourage critical thinking in my team.

1 Strongly Disagree	2 Somewhat Disagree	3 Neutral	4 Somewhat Agree	5 Strongly Agree
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2. I make decisions based on evidence and analysis rather than popular opinion or the loudest voice.

1 Strongly Disagree	2 Somewhat Disagree	3 Neutral	4 Somewhat Agree	5 Strongly Agree
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3. I have established a dedicated “red team” to evaluate decisions and provide feedback for big initiatives.

1 Strongly Disagree	2 Somewhat Disagree	3 Neutral	4 Somewhat Agree	5 Strongly Agree
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4. I use what-if scenarios to explore various outcomes and prepare for uncertainties.

1 Strongly Disagree	2 Somewhat Disagree	3 Neutral	4 Somewhat Agree	5 Strongly Agree
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5. I regularly test my decisions against potential threats and obstacles.

1 Strongly Disagree	2 Somewhat Disagree	3 Neutral	4 Somewhat Agree	5 Strongly Agree
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6. I evaluate external factors (Political, Economic, Social, Technological, Legal, Environmental) that could impact my initiatives.

1 Strongly Disagree	2 Somewhat Disagree	3 Neutral	4 Somewhat Agree	5 Strongly Agree
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7. I confront potential problems head-on instead of ignoring them.

1 Strongly Disagree	2 Somewhat Disagree	3 Neutral	4 Somewhat Agree	5 Strongly Agree
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8. Lead the group to develop a SWOT analysis to identify strengths, weaknesses, opportunities, and threats.

1 Strongly Disagree	2 Somewhat Disagree	3 Neutral	4 Somewhat Agree	5 Strongly Agree
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9. I involve relevant stakeholders in the red teaming processes during strategy sessions.

1 Strongly Disagree	2 Somewhat Disagree	3 Neutral	4 Somewhat Agree	5 Strongly Agree
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10. I predict and plan for multiple future scenarios to prepare for uncertainties.

1 Strongly Disagree	2 Somewhat Disagree	3 Neutral	4 Somewhat Agree	5 Strongly Agree
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11. I ensure that my team members feel comfortable voicing their true opinions, even if they differ from the group.

1 Strongly Disagree	2 Somewhat Disagree	3 Neutral	4 Somewhat Agree	5 Strongly Agree
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12. I welcome and utilize a devil’s advocate approach to challenge my assumptions and ideas.

1 Strongly Disagree	2 Somewhat Disagree	3 Neutral	4 Somewhat Agree	5 Strongly Agree
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## Answer Key

*Calculate your total score from the questions above and find the corresponding category.*

### **Score: 45-60 Strategic Maverick**

Congratulations! Your results reflect a strong application of red teaming principles, effectively using contrarian thinking, stress-testing, and critical evaluation techniques. Maintain this high standard by fostering an environment that values critical thinking, further enhance stress-testing with more complex scenarios, continue refining the use of strategic tools like SWOT, PESTLE, and stakeholder mapping, and broaden stakeholder engagement by seeking even more diverse perspectives to enrich decision-making. Consider regular training and documentation of processes to sustain and improve your strategic approach.

**Score: 30-44 Critical Challenger** Your results show a moderate application of red teaming principles, indicating a solid foundation with room for enhancement. Strengthen critical thinking by valuing opposing viewpoints, increase the frequency and rigor of stress-testing with broader what-if scenarios, ensure consistent use of SWOT and PESTLE analyses while incorporating stakeholder mapping and alternative futures analysis, and more actively involve a wider range of stakeholders in red teaming sessions for diverse perspectives and more robust decisions.

### **Score: Less than 29 Contrarian Apprentice**

Your results indicate limited application of red teaming principles, suggesting a need for improvement in contrarian thinking, stress-testing, and critical evaluation techniques. To enhance your practice, encourage critical thinking by actively seeking opposing viewpoints and challenging assumptions, implement regular stress-testing with techniques like devil's advocacy, utilize strategic tools such as SWOT and PESTLE analysis to evaluate decisions comprehensively, and involve relevant stakeholders in the red teaming process to ensure thorough evaluation and feedback.

**This assessment encompasses four key strategies: Utilizing a Red Teaming Approach, Avoiding Common Pitfalls, Approaches to Red Teaming and Strategizing Tools for Effective Red Teaming.**

**Utilizing a Red Teaming Approach (Questions 1, 5 & 12):** I actively seek out opposing viewpoints and encourage critical thinking in my team. I regularly test my decisions against potential threats and obstacles. I welcome and utilize a devil's advocate approach to challenge my assumptions and ideas.

**Avoiding Common Pitfalls (Questions 2, 7 & 11):** I make decisions based on evidence and analysis rather than popular opinion or the loudest voice. I confront potential problems head-on instead of ignoring them. I ensure that my team members feel comfortable voicing their true opinions, even if they differ from the group.

**Approaches to Red Teaming (Questions 3 & 9):** I have established a dedicated "red team" to evaluate decisions and provide feedback for big initiatives. I involve relevant stakeholders in the red teaming processes during strategy sessions.

**Strategizing Tools for Effective Red Teaming (Questions 4, 6, 8, 10):** I use what-if scenarios to explore various outcomes and prepare for uncertainties. I evaluate external factors (Political, Economic, Social, Technological, Legal, Environmental) that could impact my initiatives. Lead the group to develop a SWOT analysis to identify strengths, weaknesses, opportunities, and threats. I predict and plan for multiple future scenarios to prepare for uncertainties.