

Unit 1: Self-Assessment: Core Skills Required For Strategic Planning

Note: This is a straightforward self-assessment that relies on your insight into your own capabilities. Although you do not need to submit this self-assessment, you do need to complete it to prepare yourself for the discussion forum for this unit. Your answers will also help you evaluate the degree to which you are ready to be an effective strategic planner.

Instructions: To assess whether you have the required skills to be an effective strategic planner, truthfully and thoughtfully assess your ability level for the following list of 12 skills. Rate each skill by using a five-point scale in which:

5 = exceptional, 4 = very high, 3 = high, 2 = low, and 1 = very low.

		Exceptional	Very High	High	Low	Very Low
1	Ability to synthesize	5	4	3	2	1
2	Analytical skills	5	4	3	2	1
3	Computer skills	5	4	3	2	1
4	Decisiveness	5	4	3	2	1
5	Interpersonal skills	5	4	3	2	1
6	Listening skills	5	4	3	2	1
7	Persuasiveness	5	4	3	2	1
8	Problem-solving skills	5	4	3	2	1
9	Research skills	5	4	3	2	1
10	Team skills	5	4	3	2	1
11	Verbal skills	5	4	3	2	1
12	Written skills	5	2	3	2	1

Scoring and Interpretation:

Research conducted at The Ohio State University has determined that each of these twelve skills is necessary to be an effective strategic planner. This research has also identified the minimum capability that successful strategic planners should have for each of these 12 skills.

Note that the most critical skills (each requiring “Exceptional” capability) are analytical and interpersonal followed by (each requiring “Very High” capability) ability to synthesize, listening skills, persuasiveness, team skills, and verbal skills.

Ability to synthesize:	4
Analytical skills:	5
Computer skills:	3
Decisiveness:	3
Interpersonal skills:	5
Listening skills:	4
Persuasiveness:	4
Problem-solving skills:	3
Research skills:	3
Team skills:	4
Verbal skills:	4
Written skills:	3

Compare you own scores to the scores shown above. (Assuming that your self-ratings match your actual capability) you should have the potential to succeed as a strategic planner if your score for each of the twelve skills is equal to or higher than the scores shown above. Please note that this is only the potential to succeed. Realizing success requires knowing your organization well and applying your capabilities through the strategic planning processes addressed in this unit.

If you have low scores, this does not mean that you can never succeed as a strategic planner. Rather, it means that, to develop the potential for success, you need to build your basic skill set in the areas where you are currently deficient and should do so before attempting to become a strategic planner. Alternatively, you might wish to choose a career that focuses more on operations than strategy.