Diagnostic Audit: Personal Dynamic Capabilities (PDCs)

Using the Diagnostic Audit
This audit will help you to define the breadth and depth of personal development you will need to undertake to be ready to survive and thrive in the AI Era as a manager or professional. Not everyone needs the same breadth and depth of PDCs as teamwork can provide collective strength.

Overview & Methodology
In the AI Era, routine operations, standardised knowledge processing, and administrative workflows are rapidly being automated by machine intelligence. To remain relevant and avoid the "strategic irrelevance trap," managers and professionals must develop **Personal Dynamic Capabilities (PDCs)**—the human capacity to initiate, drive, and optimise beneficial, value-creating change.

The **Three-Layer Cake Model** provides a structured framework for diagnosing and building these capabilities across three distinct tiers.

1. **Bottom Layer (Core PDCs):** Generic, foundational human capabilities required by all managers and professionals to drive adaptiveness, innovation, and value creation.
2. **Middle Layer (Role-Specific PDCs):** Specialised domain knowledge, professional competencies, and socio-technical fluency required for your specific career role.
3. **Top Layer (Task-Specific PDCs):** Day-to-day execution, contextual adaptability, and rapid problem-solving skills required for immediate, high-pressure assignments.

Self-Audit Questionnaire

Scoring Instructions
For each item, rate your current level of effectiveness on a **1 to 5 scale**:

- **1 = Very Low / Disagree** (Rarely demonstrated; major personal blockage)
- **2 = Low / Partially Agree** (Inconsistently demonstrated; needs significant work)
- **3 = Moderate / Neutral** (Adequately demonstrated in routine situations)
- **4 = High / Agree** (Consistently demonstrated; strong capability)
- **5 = Very High / Strongly Agree** (Mastered; role model for others)

LAYER 1: Core Personal Dynamic Capabilities (The Foundation)
Section 1.1: Impactful Agency
The personal power, self-ownership, and efficacy to influence outcomes and act as a driver rather than a passive passenger.

#	Diagnostic Indicator	Score (1–5)
1	**Self-Ownership:** I take absolute responsibility for my own career choices and trajectory, refusing to blame external circumstances or bureaucracy.	[ ]
2	**Constructive Influence:** I actively mobilize others, shape executive opinion, and build coalitions to advance strategic initiatives.	[ ]
3	**Resilience & Efficacy:** I maintain poise, energy, and determination when facing setbacks, rejections, or high-stakes crises.	[ ]
4	**Strategic Discernment:** I exercise "strategic agency"—focusing my energy on high-leverage battles that align with the organisation's "North Star".	[ ]

Section 1.2: Requisite Agility
The capacity to adapt proactively and intelligently, seizing promising opportunities while prudently mitigating threats and managing risk.

#	Diagnostic Indicator	Score (1–5)
5	**Situational Sensing:** I rapidly detect subtle environmental shifts, technological trends, and weak signals before they become crises.	[ ]
6	**Prudent Opportunism:** I evaluate and select opportunities selectively, ensuring flexibility adds value faster than cost.	[ ]
7	**Threat Mitigation:** I proactively identify potential risks and establish robust contingency pathways before initiatives derail.	[ ]
8	**Unlearning Mindset:** I am willing to abandon obsolete habits, mental models, and once-successful routines when conditions change.	[ ]

Section 1.3: Entrepreneurial Zeal
A relentless inner drive and commitment to create value from new ventures, internal improvements, and strategic opportunities.

#	Diagnostic Indicator	Score (1–5)
9	**Value-Creation Drive:** I am restless in identifying ways to make a positive, defendable difference to profit, people, or planet.	[ ]
10	**Internal Intrapreneurship:** I champion bottom-up initiatives inside my organization, cutting through red tape to upgrade "Ordinary Capabilities".	[ ]
11	**Curiosity & Experimentation:** I actively explore novel ideas, probe unmapped spaces, and test speculative approaches.	[ ]
12	**Blockage Destruction:** I am intolerant of systemic inertia, delays, and fear of failure, actively working to unblock performance bottlenecks.	[ ]

Section 1.4: Adhocracy Leadership
The ability to convene, lead, and dissolve temporary, cross-functional project teams ("jazz bands", skunk works) to solve novel, non-routine challenges.

#	Diagnostic Indicator	Score (1–5)
13	**Fluid Team Orchestration:** I can rapidly assemble multi-disciplinary teams around a specific goal without relying on rigid corporate hierarchies.	[ ]
14	**Structural Flexibility:** I master selecting fit-for-purpose team structures (e.g., Skunk Works, Granular Teams, Project Squads) matching task demands [520–521, 599–600, 667–668].	[ ]
15	**Collaborative Trust:** I foster psychological safety, active listening, and collective intelligence, allowing expertise rather than rank to drive decisions.	[ ]
16	**Socio-Technical Integration:** I effectively coordinate collaboration between human specialists and non-human AI tools/agents.	[ ]

Section 1.5: Innovation Competence
Disciplined mastery in transforming raw ideas, opportunities, or needs into defensible, high-value assets across the 7Ps.

#	Diagnostic Indicator	Score (1–5)

17 **Multi-Dimensional Scope:** I target innovation beyond products/services (P1) into Process (P2), Position (P3), Paradigm (P4), Provisioning (P5), Platform (P6), and Proactivity (P7). [ ]

18 **Horizon Balancing:** I balance incremental "Do Better" optimizations with radical "Do Different / Do New" transformations. [ ]

19 **Stage-Gate Discipline:** I guide ideas systematically through the phases of Search, Explore, Commit, Realize, and Optimize. [ ]

20 **Absorptive Capacity:** I effectively import, synthesize, and institutionalize cutting-edge external knowledge into my unit. [ ]

LAYER 2: Role-Specific Personal Dynamic Capabilities

Evaluates the deep technical literacy and specialized domain mastery required for your specific professional function.

#	Diagnostic Indicator	Score (1–5)
21	**Domain Expertise:** I possess cutting-edge knowledge, technical literacy, and professional standards required for my specific role.	[ ]
22	**AI & Technological Fluency:** I continuously integrate domain-specific AI tools, automation, and analytics into my core functional workflow.	[ ]
23	**Role Alignment:** My specialised skill set directly strengthens my organization's core competitive advantage or operational efficiency.	[ ]

LAYER 3: Task-Specific Personal Dynamic Capabilities

Evaluates day-to-day execution, rapid context adaptation, and structured problem-solving under real-world conditions.

#	Diagnostic Indicator	Score (1–5)
24	**Contextual Adaptability:** I rapidly adjust my execution style to match the unique demands, sport-specific fitness, and constraints of immediate tasks.	[ ]
25	**Structured Problem-Solving:** I apply disciplined frameworks (such as TOSIDPAR: Tuning-In, Objectives, Success Criteria, Information, Decisions, Planning, Action, Review) to resolve complex issues.	[ ]
26	**Execution Poise & Speed:** I translate plans into rapid, precise, and high-quality deliverables without getting paralysed by ambiguity.	[ ]

Part 2: Scoring & Profile Summary

Category Totals

1. **Layer 1: Core PDCs (Items 1–20)**
   - Impactful Agency (Items 1–4): ____ / 20
   - Requisite Agility (Items 5–8): ____ / 20
   - Entrepreneurial Zeal (Items 9–12): ____ / 20
   - Adhocracy Leadership (Items 13–16): ____ / 20
   - Innovation Competence (Items 17–20): ____ / 20
   - **Total Core PDC Score:** ____ / 100

2. **Layer 2: Role-Specific PDCs (Items 21–23):** ____ / 15
3. **Layer 3: Task-Specific PDCs (Items 24–26):** ____ / 15

GRAND TOTAL PDC SCORE: ____ / 130

Interpretation

Interpretation & Capability Tier

- **104 – 130 Points (PDC Exemplar / Strategic Alchemist):** You demonstrate high-level Personal Dynamic Capabilities. You are well positioned to thrive in the AI Era, lead socio-technical teams, unblock organisational systems, and drive beneficial change.

- **78 – 103 Points (Solid Contributor / Transitioning Leader):** You have solid operational strengths but may possess specific "blockages" in core dynamic areas (such as Adhocracy Leadership or Requisite Agility). Targeted unblocking could yield rapid growth.

- **Below 78 Points (At-Risk / Strategic Irrelevance Vulnerability):** Your value relies heavily on routine "Ordinary Capabilities" that are vulnerable to AI automation. Immediate focus may be required to build core foundational PDCs.