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Rookie Smarts Action Steps Keeping Your Company Agile as it Grows



Backpacker mentality: See new possibilities, explore new terrain.

Ask Naïve Questions — Consult with the stakeholders for your work and only ask questions. Ask the questions that cut to the core and reveal the fundamental objectives or needs.

Audit Your Assumptions — Take stock of your assumptions about your work, review them and look for evidence to the contrary. Dump the assumptions that may be obsolete.



Hunter-Gatherer mentality: Reach out to others for guidance.

Multiply Your Expertise — When faced with a challenge that falls within your area of expertise, avoid the temptation to jump in. Instead, reach out to at least five other experts with your questions. Keep asking questions until you find new patterns.



Firewalker mentality: Be cautious but quick and get feedback.

Risk and Iterate — Define two categories of work: 1) those tasks where success has to be ensured, and 2) those where failure can be recovered from. Use the second as your playground for experimentation.

Start Slow then Move Fast — For your next project, get off to a slow start by taking some time to listen and learn. But, once you see what needs to be done, jump in quick.



Pioneer mentality: Work relentlessly on the basics and improvise.

Staple Yourself to a Problem — Commit to solve a complex problem that spans organization structure and job descriptions. Let it drag you (or a team) into unknown territory where you don't have a script and where you'll need to build new solutions.



Take the quiz to find out if you are working in the learning zone. www.rookiesmarts.com/quiz

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