

IT Director Readiness Scorecard (9 signals)

Score each signal from 0-3 using your current reality. Total possible: 27.

Signal	Self-assessment question (score 0-3)	Score (0-3)
1) Operational ownership	If a critical service fails, do you already have clear owners, monitoring, escalation, and measurable targets (uptime/MTTR) - and can you show improvement over time?	
2) Risk-based prioritization	Can you defend your top priorities using impact and risk (revenue, safety, compliance, downtime) and get cross-functional buy-in?	
3) Security-by-design	Are identity, access control (MFA/PAM), endpoint standards, and vendor access governed by default - without needing constant cleanup projects?	
4) Incident leadership	When incidents happen, do you coordinate response calmly, communicate clearly, and run postmortems that drive tracked fixes (not repeat failures)?	
5) Vendor command	Do you manage vendors through contracts/SLAs, regular governance, and measurable performance so outcomes do not depend on escalation drama?	
6) Financial discipline	Can you explain and optimize IT spend (licenses, cloud, vendors, hardware) with visibility into costs and waste - without degrading reliability or security?	
7) Service model clarity	Is it obvious what IT provides, how it is requested, what good looks like (SLAs), and what is out of scope - reducing chaos and surprises?	
8) Change governance	Do you have change controls (standards, maintenance windows, rollback) that reduce risk while still enabling progress?	
9) Executive alignment	Can you translate technical reality into decisions leaders own (tradeoffs, risk acceptance, timelines) and keep alignment under pressure?	

Total score (out of 27): _____

Scoring rubric (0-3): 0 = Not demonstrated · 1 = Emerging · 2 = Proven · 3 = Director-ready

Print-friendly layout. Use pen/pencil to score, then total your points.

