



# Do-it-Yourself Analysis of Your Cities Style of Handling Changes in the 21<sup>st</sup> Century

If you consult with cities or have a leadership role, or are elected official you can use the following questions to get a general idea of the type of city or governmental jurisdiction in which you live. You can get a more accurate picture if you get responses from the individuals involved most in decisions making, formal and informal from your city by using Foresight Style Assessment. To purchase Assessments click on ["Know your City"](#)

**Instructions:** Print out the Analysis first. Put a check next to the statements you believe are **most descriptive** of your city or province. Total the number of checks in each group of statements and write them next to their group number on the Scoring Section after the sixth group statement.

## Group I Statements

- This city looks for new ideas for improvements from many sources.
- This city sees both positive and negative resultants in new suggestions.
- This city has articulated goals that are known by all.
- This city's different departments all work towards a mutual result.
- This city is long-range in its thinking and budget planning.
- This city is criticized for its lack of services in the present.
- This city encourages change.
- This city has articulated ethical boundaries and follows them, but changes them if they no longer serve their intended purpose.

## Group II Statements

- I/We/They spread our view of the future in our areas of improvement.
- This city looks for new ideas for improvement from other cities with good ideas.
- This city has clearly delineated ideas that support its articulated goals.
- This city actively works to make these goals reality.
- This city creates new solutions to problems that others have not thought about.
- This city is seen by others as pioneers in those issues that have impact all cities.
- This city tries to build opinion and influence decision makers.
- This city thinks long-range.

## Group III Statements

- This city has our eyes open for best practices or proven ideas from others
- This city studies new ideas carefully before they implement them.
- This city works primarily in the present and also sees a need for thinking somewhat long-range.
- This city budgets for some unpredictable occurrences that may happen in the future.
- This city solves today's problems in the best way they can.
- Some of our employees get excited by positive changes right away and others want more proof that they work.
- The business can change that which doesn't work today.
- The business receives support and encouragement from other small businesses.

## Group IV Statements

- This city looks for new ideas that give immediate results.
- This city uses ideas that have an advantage now, like creating new jobs.
- This city creates new solutions to problems that others have not thought about.
- This city prioritizes that which satisfies citizen's needs.

- This city believes that an access to economic resources is the key to the cities success.
- This city fights for regulations that create the best economic environment.
- This city is prosperous.
- This city encourages entrepreneurship.

**Group V Statements**

- This city seeks balance
- This city is good are good at pulling together different aspects of the business.
- This city doesn't encourage changes that can have negative effects even if they have a positive impact in other city departments.
- This city uses known research when it comes to making decisions for the future.
- This city rewards those who work hard.
- This business is good at solving organizational problems by making smaller adjustments and changes.
- This city doesn't take any large financial risks.

**Group VI Statements**

- New ideas are accompanied by a lot of problems.
- This city is good at fighting off untested ideas.
- This city doesn't encourage changes that can have negative effects.
- This city learns from the past.
- This city rewards workers, citizens, politicians and projects that work toward retaining laws, policies and actions which work.
- This city fights to keep current budget posts.
- This city tries to keep traditional income sources and levels.
- This city has articulated ethical boundaries and doesn't tolerate deviations.

**Scoring Section**

Number checked points for each group

- Group I Cutting Edge \_\_\_\_\_
- Group II New Thinking \_\_\_\_\_
- Group III Quality Lift \_\_\_\_\_
- Group IV High Profit \_\_\_\_\_
- Group V Corrective \_\_\_\_\_
- Group VI Structural \_\_\_\_\_

**Key**

Match your scores with the description below

**Group I Cutting Edge**



**Cutting Edge**

Description: Sees new solutions to old problems. State-of-the-art cities, building on [trends as opposed to fads](#), and are first out with new ideas that challenge other cities. They base their concepts on learning from historical patterns and the various consequences that might occur in the future. Because they understand the workings of trends, they know that they must revitalize their services before the current trend is finished. This is evidenced when cities are first to use totally renewable

energy. Cutting Edge communities are oriented primarily to the future.

## Group II New Thinking



### New Thinking

Description: Changing the way cities do business,. “New Thinking” cities act upon selected observations which they perceive as a dramatic threat to their survival or quality of life, for example, of the environment or crime. Having determined a cause, the city acts to reach its goal. All work is under the premise that change must occur

immediately, while most realize that change takes time. New Thinking cities bring complex issues into focus and describe those issues in concrete terms so that people can understand them, relate to them and be inspired to do something about them. The New Thinking city is often a specialist in one issue and the trends that affect it. This New Thinking city is not an observer, but a driven, well articulated force for a specific change. The New Thinking community tries to keep us from getting killed or fights for better education. It shares with the Cutting Edge cities the ability to identify the consequences of a specific behavioral trend.

## Group III Quality Lift



Description: Uses best practices and implements new innovations successfully tried by others. Cities may be seen on a spectrum of ground breaking to “joining the bandwagon”, almost forced by others to get with the trend. All organizations who are taking on a benchmarked or best-practice method are functioning as Quality Lift organizations. Benchmarked practices get their start in Cutting Edge cities and communities.

## Group IV High Profit



Description: Looking for lucrative opportunities.

The goal of these cities is to assure a constant flow of income. In large cities there might be a High Profit area within the city as well as another area with older, more stable services that are indicative of Corrective or Structural companies. High Profit Cities are those whose primary focus is on getting money into the city coffers. This might be a temporary profile to meet a particular financial difficulty or a general attitude.

## Group V Corrective

Just give me a tune-up



Description: Cities looking to perpetuate their success. The Corrective city has a history of a successful reputation and met goals. They have kept this success alive in the cities culture and among the voters. The winds of change continue to blow and leadership’s response is to maintain that which is traditionally successful while adding other services or projects. Political and

governmental organizations make a few smaller changes which work as long as hurricane level change-winds don't blow. Digitalization, many productivity increases utilizing new equipment keep income from taxes working without forcing layoffs. In politics, as well as in other organizations, we often see changes between centralization to de-centralization and back. These structural changes reflect other attempts to keep the cities system in balance.

### Group VI Structural



Description: Pillars in their governmental community with achievements and status to protect. A city becomes Structural when it loses the Corrective's balancing act. When a city stops developing new projects, and/or loses credibility in the areas of its earlier success it loses its balance. At that time the city is faced with collapse or re-inventing themselves in light of the new world order.

This Structural city or governmental jurisdiction is a fading one. It takes nurturance from the past, living on its reputation. Its patriarchs, matriarchs speak more of past glories than current successes. Unlike companies who just dissolve, cities continue last only as long as their reserves hold out and then become chaotic or get become dependent upon a higher jurisdiction. When working with a Structural organization a consultant must be aware that this is a "survive or die" situation.

Thank you for doing this quick analysis. Now that you are motivated you may wish to develop your thinking further. You may wish to contact one of our Certified Consultants or become certified yourself. The first step is to take the Assessment yourself. It takes only twenty minutes to complete. Do it [now!](#)