

The Reinvention Operating System Index™ (ROSI™)

Purpose

Measure an individual's ability to continuously reinvent themselves in a world of constant disruption.

Assessment Structure

Dimension	Questions	Weight
Reinvention Mindset	8	10%
Cognitive Agility	8	12%
Resilience	8	10%
AI Augmentation	8	10%
Foresight	8	12%
Transformation	8	12%
Learning Agility (Triple-A)	8	12%
Reinvention Execution	8	12%
Reinvention Leadership	8	10%

Total Questions = 72

This is an ideal length for a 12–15-minute assessment.

Rating Scale

Never use Agree/Disagree.

Instead use behaviour frequency.

Score	Meaning
1	Never
2	Rarely

Score	Meaning
3	Sometimes
4	Often
5	Consistently

This measures behaviour rather than opinion.

SECTION 1

Reinvention Mindset

"How willing are you to reinvent yourself?"

Questions

1. I intentionally seek experiences that challenge my current thinking.
 2. I become excited when major change creates new opportunities.
 3. I regularly evaluate whether my skills are still relevant.
 4. I willingly let go of habits that no longer serve me.
 5. I actively seek feedback that helps me grow.
 6. I invest time every week in becoming a better version of myself.
 7. I adapt quickly when circumstances change unexpectedly.
 8. I view reinvention as a lifelong responsibility rather than a one-time event.
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Interpretation

40 = Reinvention is part of your identity.

30 = Open to change.

20 = Change only when necessary.

10 = Resistant to change.

SECTION 2

Cognitive Agility

"How quickly can you think differently?"

1. I learn skills outside my profession.
 2. I question assumptions before accepting them.
 3. I enjoy solving unfamiliar problems.
 4. I change my opinion when presented with better evidence.
 5. I connect ideas from different disciplines.
 6. I experiment with alternative approaches.
 7. I deliberately expose myself to different viewpoints.
 8. I continuously replace outdated knowledge.
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High Score

Flexible thinker.

Low Score

Fixed mindset.

SECTION 3

Resilience

1. I recover quickly after setbacks.
 2. I remain calm during uncertainty.
 3. I maintain energy during prolonged challenges.
 4. I treat failure as valuable feedback.
 5. I focus on solutions instead of blame.
 6. I maintain healthy recovery routines.
 7. I stay optimistic despite obstacles.
 8. I bounce back stronger after adversity.
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SECTION 4

AI Augmentation

This is where your framework becomes unique.

1. I use AI to improve my productivity.
 2. I experiment with new AI tools.
 3. I use AI to generate ideas.
 4. I verify AI outputs before acting.
 5. I combine AI insights with human judgement.
 6. I continuously improve my prompting skills.
 7. I actively look for work AI can enhance.
 8. I learn new AI capabilities every month.
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SECTION 5

Foresight

1. I regularly monitor future trends.
 2. I think several years ahead.
 3. I identify weak signals before others.
 4. I prepare for multiple future scenarios.
 5. I notice patterns across industries.
 6. I invest in future skills.
 7. I anticipate change before reacting.
 8. I adjust plans based on emerging trends.
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SECTION 6

Transformation

1. I intentionally build new habits.
2. I regularly upgrade my professional identity.
3. I stop doing work that no longer creates value.
4. I continuously improve my daily routines.
5. I stretch beyond my comfort zone.

6. I build capabilities for the future rather than the present.
 7. I redefine success as my life changes.
 8. I become a better version of myself every year.
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SECTION 7

Learning Agility (Triple-A)

Absorb

1. I learn something new every day.
2. I actively seek diverse learning sources.

Archetype

3. I study people who excel in areas I want to master.
4. I identify principles rather than simply copying others.

Adapt

5. I apply new knowledge immediately.
 6. I run small experiments before making major changes.
 7. I reflect on what worked and what did not.
 8. I continuously improve based on feedback.
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SECTION 8

Reinvention Execution

Many people learn.

Few execute.

1. I turn ideas into action quickly.
2. I finish what I start.
3. I measure progress toward my goals.
4. I review my progress every week.
5. I deliberately practise difficult skills.
6. I build systems rather than relying on motivation.

7. I maintain momentum despite setbacks.
 8. I continuously improve my execution process.
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SECTION 9

Reinvention Leadership

The highest level of reinvention is helping others reinvent.

1. I encourage others to embrace change.
 2. I coach people through uncertainty.
 3. I create psychologically safe environments for experimentation.
 4. I share what I learn.
 5. I help teams adapt quickly.
 6. I inspire continuous learning.
 7. I role-model reinvention.
 8. I create a culture of innovation.
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SCORING

Each section

Maximum = 40

Convert to percentage

Example

Score = 31

$31 \div 40 = 77.5\%$

Overall ROSI™

ROSI

=

Average of all nine dimensions

or

Weighted Average

$(M \times 10) + (CA \times 12) + (R \times 10) + (AI \times 10) + (F \times 12) + (T \times 12) + (LA \times 12) + (RE \times 12) + (RL \times 10)$

100

Reinvention Maturity Levels

Score	Level	Meaning
0–20	Dormant	Avoids change and relies on past success.
21–40	Aware	Recognizes change but responds inconsistently.
41–60	Explorer	Actively learning but still reactive.
61–75	Adapter	Builds new skills and responds well to change.
76–90	Reinventor	Continuously evolves and stays ahead of disruption.
91–100	Transformation Leader	Shapes the future, enables others to reinvent, and creates lasting impact.