

Red Pill or Blue Pill
**WHICH ONE
AM I?**

**THE RED PILL EXECUTIVE
WORKBOOK**

CHAPTER 9



WORKBOOK INTRODUCTION

Now you know our secret... You know that there is a Red Pill way and a blue pill way. You might have had a feeling all along that something like this was true. Maybe you've butted up against blue pill thinking and wondered why it was so hard to drive projects that succeed by the "Iron Triangle" measures. Perhaps knowing that a Red Pill approach exists was novel and inspiring to you. Either way, after reading the book, the next question becomes, How do I navigate my own Red Pill journey? This workbook can serve as a guide, prompt valuable reflection, support your own and your team's Red Pill development, and drive Red Pill conversations and practices.

You'll find exercises and tools to help you think through Red Pill operations in relation to:

- Yourself
- Your Team
- Your Organization

Leverage the Workbook

Roll up your sleeves and dive into this work. This exercise will do very little if you skim over it. Think deeply, write down your thoughts, be brutally honest in your assessments, make Red Pill choices and learn from the results.

Make the workbook work for you. This chapter is part of a larger series, you can download the full workbook here: <https://www.thinkconsulting.com/wp-content/uploads/2021/06/Red-Pill-Full-Workbook.pdf>. The work is not meant to be completed sequentially. Use the tools in the order that makes sense for you, your starting point, and your journey.

Re-use the tools and exercises. This exercise can and should be used more than once. Assess and reassess over time. Use the completed exercise as a reference point to measure growth and adoption or as justification for making new choices.

Enlist others. Gain valuable insights by having colleagues, peers or subordinates complete part or all of a tool/exercise. Use the workbook to develop Red Pill thinking in others.

RED PILL OR BLUE PILL: WHICH ONE AM I?

To learn more about these concepts, review Chapter 9: The Secret Ingredient.

*Culture battle hardens everything we do.
Red Pill operators see the battle as a reconnaissance mission.
- The Red Pill Executive*

Introduction

You've read about culture and you've learned to begin to see its impact on everything you do. You've also read about Red Pill and blue pill behaviors and now know the difference. However, knowledge doesn't easily transfer to changed behavior. It might be a good idea for you to informally assess yourself (or perhaps someone you interact with frequently) to see how Red Pill you really are. This simple questionnaire can be easily gamed. If you want to "assess" as Red Pill, select nothing but ones and skip to the end. If you are really a Red Pill operator, you will be brutally honest with yourself as you consider these questions. This is a self-diagnostic tool and is only as good as your answers are accurate.

Instructions:

Respond to the following 10 statements to assess whether you have Red Pill or blue pill tendencies. For each statement, assess how often you operate as described:

- 1- Always
- 2- Usually
- 3- Occasionally
- 4- Rarely

1

I manage by making sure that my team and I operate to extract maximum value for the organization, rather than solely following established principles.

1	2	3	4
---	---	---	---

2

When I see something that needs to be changed within my team or someone else's, I will change it even if it exposes me to professional risk.

1	2	3	4
---	---	---	---

3

When looking for viable solutions, I examine processes, perspectives, and incorporate new ways of thinking.

1	2	3	4
---	---	---	---

4

Speaking out and pushing back when I see an opportunity for strategic alignment comes naturally to me.

1	2	3	4
---	---	---	---

5

I ensure that staff are clear on what the company rewards/values.

1	2	3	4
---	---	---	---

6

I am willing to scrap ideas that are overstretched and unrealistic.

1	2	3	4
---	---	---	---

7

I do not hesitate to question the strategic alignment of each project.

1	2	3	4
---	---	---	---

8

I rely on principles more than processes as the way to increase success.

1	2	3	4
---	---	---	---

9

I respond in a calm and controlled manner to stressful situations.

1	2	3	4
---	---	---	---

10

I ensure that project stakeholders are clear on a project's value potential.

1	2	3	4
---	---	---	---

Key Takeaway

Review your answers to see how many 1s, 2s, 3s, and 4s you have. Use the guidance below to assess your tendencies. If your answers are:

Mostly 1s: Congratulations! You have watched, listened, and learned from your experiences and are the embodiment of a true Mature Red Pill Operator.

Mostly 2s: You are well on your way to assimilating the components of Red Pill methods. With time and practice, you'll move from an Immature Red Pill Operator to a Mature Red Pill Operator.

Mostly 3s: You are a Red Pill Poser at this point but you're getting there. You likely see and appreciate the effectiveness of Red Pill Operators but still have some blind spots to overcome. Be sure to keep the book handy for reference and work your way through the handbook again at some point(s) later to assess your progress.

Mostly 4s: There is value in having processes and procedures and a clear need for adherence. As a Blue Pill Operator, your challenge will be to depart from the safety of these confines, embrace creativity, and encourage innovation. Amazing success can be achieved when you hire exemplary people and drive principles over procedures.

EXERCISE CREATED BY:



VIRNA ELLY, SENIOR PROJECT MANAGER

Virna Elly is a Healthcare IT focused project leader with 15+ years of success managing application, system, and process transformation and modernization efforts for government agencies and corporations. She is a Certified Project Management Professional and Certified Scrum Master, skilled in aligning business goals with technology solutions to drive process improvements, managing complex multi-year IT projects; and, patient engagement with subject matter expertise in End Stage Renal Disease.
