



BLAI™ Dimensions

| Dimension | Definition |
|---------------------------|---------------------------------------------------------------------------------------------------------|
| FLEXIBILITY | Being open to new ideas and proposing new solutions |
| SPEED | Acting on ideas quickly so that those not working are discarded and other possibilities are accelerated |
| EXPERIMENTING | Trying out new behaviors (i.e., approaches, ideas) to determine what is effective |
| PERFORMANCE RISK TAKING | Seeking new activities (i.e., tasks, assignments, roles) that provide opportunities to be challenged |
| INTERPERSONAL RISK TAKING | Confronting differences with others in ways that lead to learning and change |
| COLLABORATING | Finding ways to work with others that generate unique opportunities for learning |
| INFORMATION GATHERING | Using various methods to remain current in one's area of expertise |
| FEEDBACK SEEKING | Asking others for feedback on one's ideas and overall performance |
| REFLECTING | Slowing down to evaluate one's own performance in order to be more effective |

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Burke Learning Agility Inventory (BLAI™)
 A Measure of Leadership Potential