

You're Not Ready Yet (But You're Getting There)

Your Assessment Results: Proceed with Extreme Caution

Thank you for completing our consulting readiness assessment. Your score indicates you're in the **high-risk zone** for expensive consulting theater. The good news is you're aware enough to be asking the right questions.

Here's the uncomfortable truth: 67% of executives with your profile regret their consulting decisions within 18 months.

But unlike most leaders who stumble into million-dollar mistakes, you have the self-awareness to pause and get this right.

The Consulting Decision Framework

Use this before making any external consultant hiring decisions

Step 1: The Psychological Audit

Before you hire anyone, ask yourself:

What am I really buying?

- Specific expertise we genuinely lack
- Confidence in decisions we've already made
- Political cover for difficult choices
- Relief from decision-making anxiety

Red flag: If you checked anything other than the first option, you're not ready for consulting. You're seeking emotional support, not business solutions.

Action: Address the underlying psychological need first. Most "consulting problems" are actually leadership confidence problems.

Step 2: The Internal Capability Reality Check

Answer honestly:

What would happen if we had to solve this internally?

- Write out your specific approach
- Identify exactly what expertise you lack
- List who on your team has relevant experience
- Calculate the true cost of delay vs. external help

Red flag: If your internal approach is 80% there, you're about to pay premium prices for the remaining 20%.

Action: Give your team 6-8 weeks with proper resources before considering external options.

Step 3: The Urgency Test

Is this truly urgent?

Ask: "What happens if we wait 6 months to address this?"

- Will customers leave?
- Will competitors gain irreversible advantage?
- Will regulatory consequences occur?
- Will revenue materially decline?

Red flag: If the honest answer is "probably not much," your "urgent consulting need" is actually anxiety about an important but not critical decision.

Action: Set a 3-month internal deadline. If you can't solve it by then, your executive team is ready to seek help.

Step 4: The Engagement Structure Test

If you do decide to hire consultants:

Demand these terms:

- Fixed scope, fixed timeline, fixed price
- Weekly deliverable check-ins (not process updates)
- Your team does 70% of the work with consultant guidance
- Clear definition of success metrics upfront
- Hard stop date with no extensions

Red flag: Any consultant who resists these terms is planning to create dependency, not solve problems.

Action: Walk away from "comprehensive assessments" and "phased approaches." They're flywheel traps.

What to Do Next

Immediate Actions (Next 30 Days):

1. **Run this framework** on your current "consulting need"
2. **Schedule internal strategy sessions** to test your team's capability
3. **Define specific success metrics** for what you're trying to achieve
4. **Address any leadership confidence issues** that might be driving external validation seeking

Before You Consider Consulting Again (6 Months):

1. **Document what you tried internally** and exactly where it failed
2. **Get comfortable making difficult decisions** without external validation
3. **Build internal strategic thinking capability** rather than outsourcing it
4. **Retake our assessment** to see if you've addressed the psychological drivers

Resources for Building Internal Capability

Recommended Reading:

- "Decisive" by Chip Heath & Dan Heath (decision-making frameworks)
- "Thinking, Fast and Slow" by Daniel Kahneman (cognitive biases)
- "The First 90 Days" by Michael Watkins (internal capability building)

Internal Development Focus:

- Decision-making processes that account for cognitive biases
- Strategic thinking workshops for your existing team
- Regular vulnerability simulation exercises to challenge assumptions

The Bottom Line

You're smart enough to recognize the warning signs, which puts you ahead of most executives. But rushing into consulting decisions while psychological red flags are present is expensive self-sabotage.

Take 6 months to build internal decision-making confidence. Then reassess.

Most leaders who do this work discover they never needed external consultants in the first place.

Questions? Ready to discuss your specific situation?

Mind Media Tech specializes in helping leaders build psychological frameworks for better business decisions. We're here when you're ready to do the internal work first.

Contact us at sayhi@mindmedia.tech or call us at 1 (541) 632-6225 when you've tested your internal capability and are ready for a psychology-informed approach to business challenges.