

THE MORON TEST

Executive Audit Scorecard | wesstruebing.com

PURPOSE

This scorecard is designed to audit any process, product, team, or system in your organization against the three laws of The Moron Test. Higher scores indicate systems that create capability. Lower scores indicate systems that create dependency.

INSTRUCTIONS: Rate each question 0–5. Total your score. Check your result against the scoring tiers.

1 RAMP INDEPENDENCE

When a new employee starts, how long before they can do their job without needing you?

- ☐ 5 — Under 1 week. The system trains them.
- ☐ 3 — 1–2 weeks.
- ☐ 1 — 3+ weeks.
- ☐ 0 — They never fully stop needing me.

2 ABSENCE TEST

If you disappeared for two weeks, what stops moving?

- ☐ 5 — Nothing.
- ☐ 3 — One or two things.
- ☐ 1 — Several processes.
- ☐ 0 — Most of the company.

3 EXCEPTION FREQUENCY

How many times last month did your company need you instead of needing the system?

- ☐ 5 — Rarely.
- ☐ 3 — A few times.
- ☐ 1 — Weekly.
- ☐ 0 — Daily.

4 SYSTEM ADAPTATION

Do your systems adapt to how your team actually works, or does your team work around the systems?

- ☐ 5 — Systems flex to the team.
- ☐ 3 — Mostly.
- ☐ 1 — People work around them.
- ☐ 0 — Systems are ignored.

5 CAPABILITY BUILDING

After using your systems, does your team feel more capable or more dependent on you?

- ☐ 5 — More capable.
- ☐ 3 — About the same.
- ☐ 1 — More dependent.
- ☐ 0 — Cannot function without me.

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Executive Audit Scorecard | Scoring & Results

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SCORE & INTERPRET

TOTAL SCORE

/ 25

SCORING TIERS

20 – 25 | PASSING

Your systems create capability, not dependency. You are in the minority.

10 – 19 | FAILING

Your systems work because people compensate. The dependency is invisible until someone

0 – 9 | CRITICAL FAILURE

Your systems are dependencies wearing process labels. The founder IS the operating system

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HOW TO APPLY THIS SCORECARD

1. Pick any system, process, or product in your organization.
2. Run it through the five questions above. Be honest — optimism is the enemy here.
3. Total the score. Check the tier.
4. If the score is below 20, the system has failed The Moron Test. It creates dependency, not capability.
5. Fix the weakest law first. Then retest.

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THE THREE LAWS (REMINDER)

LAW ONE: USERS FEEL LIKE GENIUSES

The system makes the person using it look capable.

LAW TWO: NO INSTRUCTIONS NEEDED

If the system requires a manual, it has failed.

LAW THREE: HIGHLY PERSONAL

The system adapts to how the team works.

Need help building systems that pass The Moron Test?

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