

Human factors impacting on EA acceptance for the executive/manager work level are dependent on the type of organisation, context of work and work role description. A self-assessment can be performed by stakeholders of this work level indicating specific EA concerns. The following questions are relevant for the work level of **executive/manager**:

I experience difficulty performing and/or achieving the following (Check all possibilities)

1.	Facilitating and managing transformation and culture change	<input checked="" type="checkbox"/>	1
2.	Interaction with all stakeholders	<input checked="" type="checkbox"/>	
3.	Promoting use of a common language and defining of concepts	<input checked="" type="checkbox"/>	
4.	Continuous communication of business goals and issues	<input checked="" type="checkbox"/>	
5.	Implicating all stakeholders in business/IM/IT matters	<input checked="" type="checkbox"/>	
6.	Providing support	<input checked="" type="checkbox"/>	
7.	Continuous sharing of organisational successes and failures	<input checked="" type="checkbox"/>	
8.	Understanding long-term ROI	<input checked="" type="checkbox"/>	2
9.	Sharing long-term organisational vision	<input checked="" type="checkbox"/>	
10.	Risk management	<input checked="" type="checkbox"/>	
11.	Personal strength and leadership	<input checked="" type="checkbox"/>	
12.	Establishing group dynamics	<input checked="" type="checkbox"/>	
13.	Stakeholder involvement	<input checked="" type="checkbox"/>	
14.	Acknowledging stakeholder input and effort	<input checked="" type="checkbox"/>	
15.	Accepting ownership of business/IM/IT alignment	<input checked="" type="checkbox"/>	
16.	Acknowledging short-term achievements in confirmation of long-term procedures	<input checked="" type="checkbox"/>	3
17.	Following "as-is" and "to-be" roadmap	<input checked="" type="checkbox"/>	
18.	Realistic expectations of EA	<input checked="" type="checkbox"/>	
19.	Follow standardised procedures	<input checked="" type="checkbox"/>	
20.	Acknowledging maturity level differences	<input checked="" type="checkbox"/>	
21.	Dealing with global issues	<input checked="" type="checkbox"/>	
22.	Patience	<input checked="" type="checkbox"/>	
23.	Perseverance	<input checked="" type="checkbox"/>	
24.	Being open-minded for stakeholder ideas	<input checked="" type="checkbox"/>	
25.	Ethical and honest action	<input checked="" type="checkbox"/>	
26.	Knowledge sharing	<input checked="" type="checkbox"/>	

- 1) This is not an easy task, and takes time
- 2) To measure is the real issue
- 3) low hanging fruits (identify)