

THE 15 OPTIDYNAMICS ENTROPY METRICS

Quick Reference Guide

Purpose: Use these metrics to measure organizational disorder across three critical categories. Each metric uses a 0.0 to 1.0 scale where 0.0 = optimal and 1.0 = critical disorder.

CATEGORY 1: COMPLEXITY (35% Weight)

The tangled web of communication problems, decision-making delays, and operational sprawl

1. Communication Clarity Score (30%)

What: How well information flows across your organization | **How:** Survey: 'How clear is communication?' (0-10)

Formula: Score = $1 - (\text{Average} \div 10)$

2. Decision-Making Speed (25%)

What: Time from proposal to approval | **How:** Track 10-15 recent decisions in days

Formula: Score = $(\text{Actual} - \text{Target}) \div \text{Target}$

3. Process Efficiency Index (20%)

What: Percentage of processes that help work | **How:** Survey: 'What % are helpful?' (0-100%)

Formula: Score = $1 - (\text{Helpful \%} \div 100)$

4. Meeting Productivity (15%)

What: Wasted time in unproductive meetings | **How:** Weekly hours x % productive

Formula: Score = $(\text{Hours} \times (1 - \text{Productive\%})) \div 40$

5. Information Silos (10%)

What: How often teams lack info others have | **How:** Survey: 'How often lack info?' (0-10)

Formula: Score = $\text{Average} \div 10$

CATEGORY 2: ENERGY INPUT (40% Weight)

The focused application of capacity toward innovation, momentum, and productive work

6. Innovation Rate (30%)

What: New initiatives launched vs. target | **How:** Count new projects in quarter

Formula: Score = $1 - (\text{Actual} \div \text{Target})$

7. Project Completion Rate (25%)

What: Projects finished on time vs. total due | **How:** Completed ÷ total projects due

Formula: Score = $1 - (\text{Completed} \div \text{Total})$

8. Employee Engagement (25%)

What: Energy and motivation levels | **How:** Survey: 'Energized by work' (0-10)

Formula: Score = 1 - (Average ÷ 10)

9. Resource Utilization (10%)

What: Productive hours vs. capacity | **How:** Productive work as % of total

Formula: Score = 1 - (Productive ÷ Total)

10. Time-to-Market (10%)

What: Speed from idea to launch | **How:** Days from concept to delivery

Formula: Score = (Actual - Target) ÷ Target

CATEGORY 3: STRUCTURE (25% Weight)

The strength of leadership, clarity of purpose, and organizational alignment

11. Leadership Alignment (30%)

What: Agreement on priorities across leaders | **How:** Survey: 'What are top 3 priorities?'

Formula: Score = % Misalignment

12. Role Clarity (25%)

What: How well employees understand roles | **How:** Survey: 'I understand my role' (0-10)

Formula: Score = 1 - (Average ÷ 10)

13. Strategic Visibility (20%)

What: Connection between work and strategy | **How:** Survey: 'Work connects to strategy' (0-10)

Formula: Score = 1 - (Average ÷ 10)

14. Organizational Layers (15%)

What: Management layers vs. optimal | **How:** Count layers from frontline to CEO

Formula: Score = (Actual - Optimal) ÷ Optimal

15. Feedback Loop Effectiveness (10%)

What: How quickly problems are addressed | **How:** Survey: 'Problems quickly fixed' (0-10)

Formula: Score = 1 - (Average ÷ 10)

SCORING INTERPRETATION

Score Range	Status	Action Required
0.0 - 0.3	LOW ENTROPY (Healthy)	Maintain practices, monitor quarterly
0.4 - 0.6	MODERATE ENTROPY (Action Needed)	Create 90-day plan, increase monitoring

0.7 - 1.0	HIGH ENTROPY (Critical)	Immediate intervention, daily monitoring
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QUICK START GUIDE

- Step 1:** Focus on your top 3 worst-scoring metrics
- Step 2:** Assign ownership for each problem area
- Step 3:** Set 30/60/90 day improvement targets
- Step 4:** Measure monthly until scores improve
- Step 5:** Return to quarterly monitoring once stable

Can't measure all 15? Start with these critical 5:

1. Communication Clarity | 2. Decision-Making Speed | 3. Project Completion Rate | 4. Employee Engagement | 5. Leadership Alignment

Download the full interactive worksheet at optidynamics.org/resources

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