LOCA Scan

Purpose

The LOCA Scan identifies the forces that are currently affecting your team's performance through Losses, Obstacles, Complexity, and Ambiguity. It helps you separate different sources of disruption so you can respond to each one directly.

Instructions

Review each section. Check every prompt that is currently affecting your team. Then rate the total pressure in that section as Low, Moderate, or High and write an immediate leadership response.

Losses

Check any condition currently affecting the team:

- ☐ We have lost people we depended on.
- ☐ Budget cuts or reduced resources have affected the work.
- ☐ An important opportunity has been lost or missed.
- ☐ A working relationship has weakened or fractured.
- ☐ Something the team depended on for stability is no longer available.

Pressure Rating: ◯ Low ◯ Moderate ◯ High

What specific loss is creating the most instability?

Immediate leadership response:

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Obstacles

Check any condition currently affecting the team:

- ☐ Red tape is slowing work or decisions.
- ☐ Miscommunication is creating rework, delay, or frustration.
- ☐ Inefficient processes are making normal work harder than necessary.
- ☐ Financial or resource pressure is blocking progress.
- ☐ Problems continue because no established process is removing the barrier.

Pressure Rating: ◯ Low ◯ Moderate ◯ High

What obstacle is creating the most frustration?

Immediate leadership response:

Complexity

Check any condition currently affecting the team:

- ☐ People must work across too many systems or platforms.
- ☐ Multiple processes are competing for attention.
- ☐ Priorities are competing with one another.
- ☐ Conditions are changing faster than people can keep up.
- ☐ The work feels overwhelming because too many moving parts must be managed at once.

Pressure Rating: ◯ Low ◯ Moderate ◯ High

What source of complexity is creating the most overwhelm?

Immediate leadership response:

Ambiguity

Check any condition currently affecting the team:

- ☐ Roles are unclear.
- ☐ Expectations are unclear.
- ☐ People do not know which goals matter most.
- ☐ The organization's future direction is unclear.
- ☐ People are uncertain about expected outcomes or what will happen next.

Pressure Rating: ◯ Low ◯ Moderate ◯ High

What ambiguity is creating the most confusion?

Immediate leadership response:

LOCA Summary

Highest-pressure LOCA force: ◯ Losses ◯ Obstacles ◯ Complexity ◯ Ambiguity

What is the first condition we need to address?

What To Do With Your Results

If Losses are high, acknowledge what has changed and name the instability directly. If Obstacles are high, communicate openly about what is difficult and work to remove the barriers creating frustration. If Complexity is high, simplify systems and processes into steps people can actually manage. If Ambiguity is high, define goals, roles, and expectations. When several forces are high at once, start by making the situation visible and rebuilding clarity and trust.