

## ORGANIZATIONAL CHANGE: READINESS ASSESSMENT

### Survey Instructions

Think about a current change effort in your organization where you have an opportunity to influence the change process.

Respond to each of the statements on the following page by placing a score from the scale in the following box next to each question.

Scale

- 1 Strongly Disagree
- 2 Disagree
- 3 Neutral
- 4 Agree
- 5 Strongly Agree

Then, complete the scoring by following the *scoring instructions* below

### Scoring Instructions

Calculate the total score for questions 1-25.

Interpret your total score. Depending on how creative you think your recommendations are, award bonus points:

#### **110-125**

At this time, the change is set up effectively. The most common reasons why change efforts fail or get derailed have been addressed, increasing the probability of a successful implementation.

#### **86-109**

At this time, the change is set up effectively in some ways, but it requires further work in other areas to improve the probability of a successful implementation.

#### **85 or less**

At this time, the change is not set up to succeed. A significant amount of work needs to be done across a number of areas to improve the probability of a successful implementation.

Circle each question that has a score of 3 or less. These areas represent the most likely “derailers” of the change.

### Reflection

My recommendations for the people leading the change/me are:

Start

Stop

Continue

5 = Strongly Agree, 4=Agree, 3=Neutral, 2=Disagree, 1=Strongly Disagree

Change Readiness Survey 2

No	Item	5	4	3	2	1
1	The people leading this change explored a number of options before initialing this change.					
2	This is the best option.					
3	This change is necessary for the organization.					
4	There is a sense of urgency associated with this change.					
5	The organization's top managers are strong supporters of this change.					
6	I have confidence in the people leading this change.					
7	Communication regarding the change is consistent, regardless of who is communicating.					
8	I have a clear picture of how the organization will be different after the change has been implemented.					
9	I see myself in the "picture of the future."					
10	I understand the priority of this change in relation to other initiatives within the organization.					
11	The organization will experiment with and/or pilot the change before rolling it out to everyone.					
12	Mistakes will be treated as opportunities to learn rather than punished as failures.					
13	I will be provided with the resources I need to implement the change (such as time, tools, coaching, and feedback).					
14	I will get the training I need to build the new skills needed for this change.					
15	I know where to go for help/support if I have questions, concerns, or challenges related to the change.					
16	The people leading this change "walk their talk."					
17	I will be held accountable for contributing to the success of this change.					
18	I will be recognized and/or rewarded for contributing to the success of this change.					
19	The organization is constantly looking for ways to refine the change to improve performance.					
20	I am confident in the ability of the organization to sustain this change.					
21	I believe a critical mass of people will champion versus resist this					
22	The people leading this change believe it's important to involve others in planning for this change.					
23	I have had an opportunity to express my concerns with the proposed change.					
24	I have the opportunity to influence decisions related to this change.					
25	I am excited about the future of this organization					
	Total					