

Organizational Change Readiness Assessment

Directions:

The twenty items in the Organizational Change Readiness Profile describe the major causes of resistance to change. Rate each one based on the extent to which it is a factor in your organization's change effort.

1. There is no felt need or clear business case for the change.

1	2	3	4	5	6	7	8	9	10
Strongly Agree					Strongly Disagree				

2. The goals or desired outcome of the change are unclear.

1	2	3	4	5	6	7	8	9	10
Strongly Agree					Strongly Disagree				

3. There is no clear plan for how to get to the goals or desired outcome.

1	2	3	4	5	6	7	8	9	10
Strongly Agree					Strongly Disagree				

4. "Ownership" of the change does not belong to those affected by its implementation.

1	2	3	4	5	6	7	8	9	10
Strongly Agree					Strongly Disagree				

5. There is a lack of trust in those suggesting the change.

1	2	3	4	5	6	7	8	9	10
Strongly Agree					Strongly Disagree				

Organizational Change Readiness Assessment, cont.

6. Communication regarding the change has been poor.

1	2	3	4	5	6	7	8	9	10
Strongly Agree									Strongly Disagree

7. There is satisfaction with the status quo.

1	2	3	4	5	6	7	8	9	10
Strongly Agree									Strongly Disagree

8. Few people have been involved in thinking through the implications of the change.

1	2	3	4	5	6	7	8	9	10
Strongly Agree									Strongly Disagree

9. The “costs” of the change outweigh the rewards.

1	2	3	4	5	6	7	8	9	10
Strongly Agree									Strongly Disagree

10. Past experience with change efforts has been negative.

1	2	3	4	5	6	7	8	9	10
Strongly Agree									Strongly Disagree

Organizational Change Readiness Assessment, cont.

11. Strong vested interests are threatened by the change.

1	2	3	4	5	6	7	8	9	10
Strongly Agree									Strongly Disagree

12. There have been many changes introduced recently with little time to absorb them.

1	2	3	4	5	6	7	8	9	10
Strongly Agree									Strongly Disagree

13. The rumor mill has distorted certain aspects of the change.

1	2	3	4	5	6	7	8	9	10
Strongly Agree									Strongly Disagree

14. The change effort is viewed as “extra work” when the current workload is already excessive.

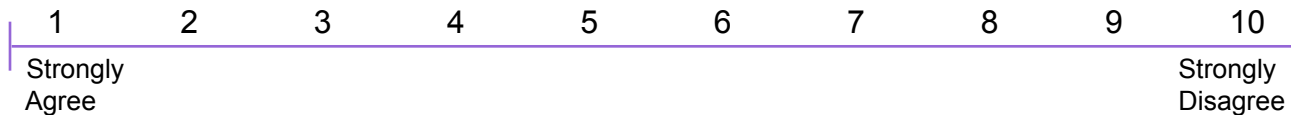
1	2	3	4	5	6	7	8	9	10
Strongly Agree									Strongly Disagree

15. People’s pre-conceived notions about the change are negative.

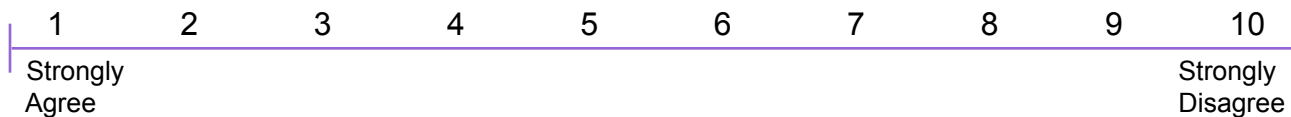
1	2	3	4	5	6	7	8	9	10
Strongly Agree									Strongly Disagree

Organizational Change Readiness Assessment, cont.

16. The change goals are in conflict with individual goals.



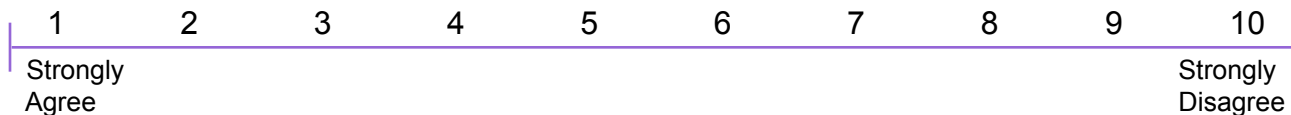
17. The change process doesn't mesh with the current norms, culture or values.



18. People have little confidence in their ability to implement the change and make it stick.



19. Pressure to improve performance and fear of failure are both very great.



20. Those proposing the change appear to be underestimating what it may really take to achieve it.

