

# Embrace and Drive Change

## CHANGE READINESS ASSESSMENT

<i>Thinking about your company, check the score which best reflects your level of agreement with each statement 1= strongly disagree to 5 = strongly agree √</i>		1	2	3	4	5
1	All our people have a good awareness of our external environment					
2	People can articulate the top 3-5 factors that will drive change over the next 3 years					
3	We engage in continued dialogue with all stakeholders e.g. customers, suppliers, etc					
4	We regularly examine and test the validity of our current thinking and assumptions					
5	Our senior management team works well together to deliver shared goals					
6	Our company works flexibly and cooperatively across departments					
7	Our company works flexibly and cooperatively across hierarchical levels					
8	There is active two-way communication across all levels of the company					
9	There is a high degree of trust present in relationships in the company					
10	We are frank and open in our communication and don't shield people from hard news					
11	All our people can articulate the future direction of the company in three minutes or less					
12	Vision, goals and strategies for change are regularly discussed in regular management meetings					
13	People understand the difference between leadership and management behaviors					
14	Our leaders motivate and inspire engagement in change initiatives					
15	Ideas for change that are initiated often come from the bottom up					
16	Our leaders actively seek feedback as to the effectiveness of their leadership style					
17	Leaders and followers establish informal contracts to agree mutual expectations of each other					
18	There is a clear understanding as to what being a good follower is in our company					
19	We regularly celebrate and recognize achievements					
20	There is a positive working climate within our company					
<i>Subtotal each column e.g. 4 checks in column 3 = 12 points etc. Subtotals</i>						
<i>Total the subtotals for a Grand Total out of a possible 100 pts Grand Total</i>						
<b>20-50 points</b>	<b>High risk</b> – your company may not respond well to significant change					
<b>51-80 points</b>	<b>Potential risk</b> –consider addressing the areas where you scored poorly					
<b>80-100 points</b>	<b>Low risk</b> – your company is prepared to respond well to change					