

Assessing Change Readiness

Determining your readiness for change is an equation – use this tool to assess the positive and negative factors and see how you balance out.

Positive Influence	Influences	Negative Influence
<ul style="list-style-type: none"> • Urgency is high. • Consequences for not changing big and widely understood. 	Urgency	<ul style="list-style-type: none"> • Little perceived risk of not changing. • Long history of success, monopoly in market.
<ul style="list-style-type: none"> • Willing to provide visible support for change, until complete. • Get aligned with other key executives about change. 	Leadership	<ul style="list-style-type: none"> • Either doesn't provide visible support, may get distracted or not demonstrate personal commitment. • Competition vs. collaboration among key leaders is likely.
<ul style="list-style-type: none"> • Leaders have history of making tough decisions and being public about them. 	Decision Making	<ul style="list-style-type: none"> • Leaders either don't make tough decisions or no one knows.
<ul style="list-style-type: none"> • Teams are adequately funded and staffed during change. • Strong project managers assigned to all teams. 	Change Infrastructure	<ul style="list-style-type: none"> • Limited use of teams or inadequate resources available. • Limited or weak project management.
<ul style="list-style-type: none"> • People know what is happening. • A lot of feedback up the hierarchy, which is responded to. 	Communication	<ul style="list-style-type: none"> • People often do not know what is happening. • Limited feedback or limited response.
<ul style="list-style-type: none"> • History of focused, relentless implementation. 	Implementation	<ul style="list-style-type: none"> • Implementation is inconsistent or poor.
<ul style="list-style-type: none"> • Decision rights are held where needed, generally low in the organization. 	Empowerment	<ul style="list-style-type: none"> • Decisions often pushed up the hierarchy.
<ul style="list-style-type: none"> • People are constantly developed. 	Training	<ul style="list-style-type: none"> • People are not really seen as a competitive advantage.

This tool is part of our Strategic Alignment/Culture Assessment process. Check out more details on our website at <http://www.jacksonandschmidt.com/services>

Assessing Change Readiness, Part 2

Directions: From the previous list indicate which influencers are most likely to be present in your organization. You are free to reword the influencers, slightly to reflect your situation. Then indicate the total number of influencers in each column.

Positive Influences “Good News”	Negative Influences “Bad News”
1.	
2.	
3.	
4.	
5.	
6.	
7.	
8.	
9.	
10.	
11.	
Total # Positive Influences =	Total # Negative Influences =

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