

Individual Change Readiness Inventory

Think about at least one change that has occurred during the past 6 months. Consider your thoughts and actions during that change as you read each of the 24 statements. Indicate if you agree or disagree by circling the corresponding number between 1 and 5. Use the scale below as a guide.

1	2	3	4	5
Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree

In general, I:

1. Am comfortable sharing ideas during meetings	1	2	3	4	5
2. Am comfortable taking action that could lead to an undesirable outcome (risk taking)	1	2	3	4	5
3. Jump in and identify new possibilities when an undesirable outcome occurs	1	2	3	4	5
4. Seek to continually improve practices and processes in spite of past success	1	2	3	4	5
5. Am comfortable articulating a need for change	1	2	3	4	5
6. Thrive in uncertain situations	1	2	3	4	5
7. Am comfortable the levels of disruption that change can create in an organization	1	2	3	4	5
8. Challenge assumptions from the past	1	2	3	4	5
9. Am among the first to adopt new technology	1	2	3	4	5
10. Partner with colleagues to understand their ideas and offer solutions to problems	1	2	3	4	5
11. Identify gaps between an existing and desired state before others do	1	2	3	4	5
12. Know that my ideas are just one of many and welcome learning from others	1	2	3	4	5
13. Believe in new ideas without needing proof of success	1	2	3	4	5
14. See change as an opportunity	1	2	3	4	5
15. Continually seek new ways of doing things	1	2	3	4	5
16. Am respectful of the past and have little problem opposing tradition and established practices	1	2	3	4	5
17. Encourage others to share their ideas in meetings to create a diverse perspective	1	2	3	4	5
18. Provide relevant business information and perspectives that allow others to see the need for change	1	2	3	4	5
19. Respect ideas irregardless of the status of the person in the organization	1	2	3	4	5
20. See constructive conflict as a way to identify new ideas	1	2	3	4	5
21. Embrace a significant change even though I am not sure what needs to be done	1	2	3	4	5
22. Am comfortable providing input through informal mechanisms	1	2	3	4	5
23. Have accepted the fact that nonstop change is an unavoidable reality in most organizations	1	2	3	4	5
24. Understand that continual updating of my skills is a requirement of today's workplace	1	2	3	4	5

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Scoring the Activity

Add up the raw scores for each statement. This will give you a total score which is _____. Divide that by 24 and you will have your average score which is _____. This is your Change Readiness Average Score. Read below to learn more.

- An average score greater than 1 and less than 2 might indicate a tendency to resist change. As humans we all may resist change from time to time depending on the impact it has on us personally. Looking for ways to stay open to new ideas is one strategy to shift up the change readiness curve.
- An average score greater than 2 and less than 3 might indicate a tendency to sit back and wait to see what the change is and how it will impact others before becoming involved. This is a late adopter.
- An average score greater than 3 and less than 4 might indicate an excitement about changes and a willingness to adopt them rather quickly. Early adopters can see how the change aligns with their ideas, values, or business need.
- An average score between 4 and 5 might indicate that you are an innovator. Your tendency is to come up with new/creative ideas. Innovators see change as an opportunity to grow the business, design a new product/service, learn new skills, and improve ideas/products/processes.

Action Planning

How can this change readiness tendency get in the way of being an effective leader of change?

Developmental Action	Resources Needed	Measures of Success	By When

Bring this to your complimentary Leadership Strategy Session so that we can create plan focused on the most critical areas to increase your effectiveness.