

Change Readiness Assessment

Change Readiness Assessment

Please indicate your agreement or disagreement with the following statements by circling the appropriate response to the right of the statement.

SD = Strongly Disagree D = Disagree N = Neither Agree nor Disagree A = Agree SA = Strongly Agree DK = Don't Know

In our organization...

- | | | | | | | |
|--|----|---|---|----|----|----|
| 1. Management has a clear vision of what we hope to become as an organization | SD | D | N | A | SA | DK |
| 2. Management has agreed on the strategic priorities and goals for changes we are about to make..... | SD | D | N | A | SA | DK |
| 3. All of the departments/functions work smoothly together to accomplish critical projects and changes..... | SD | D | N | A | SA | DK |
| 4. Senior management actively supports improvements and changes | SD | D | N | A | SA | DK |
| 5. The management group works closely together to design and implement desired changes..... | SD | D | N | A | SA | DK |
| 6. On projects, we do a good job defining roles and responsibilities..... | SD | D | N | A | SA | DK |
| 7. We value creativity and innovation..... | SD | D | N | A | SA | DK |
| 8. We work across functions in a coordinated way to implement change...SD | D | N | A | SA | DK | |
| 9. We initiate projects and then switch priorities before we accomplish our goals..... | SD | D | N | A | SA | DK |
| 10. We have effective measurements to understand our progress for our change initiatives | SD | D | N | A | SA | DK |
| 11. We have a clear understanding of how to best serve our customers..... | SD | D | N | A | SA | DK |
| 12. Management provides training to employees to build the skills needed to support desired improvements..... | SD | D | N | A | SA | DK |
| 13. My management team has shared strategic priorities and goals for changes we are about to make..... | SD | D | N | A | SA | DK |
| 14. Employees who do the work are effectively brought in to participate on projects and improvement teams..... | SD | D | N | A | SA | DK |
| 15. We receive the communication we need to effectively implement change...SD | D | N | A | SA | DK | |

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