

Change Readiness Assessment™

Sample Report

Introduction to Your Report

Being able to successfully navigate change and learn from it is one of the most important life skills that we can master. It is important to our health as well as our personal and professional development. We all have different strengths and challenges for how we experience, process and deal with change. When we are facing significant change, it is helpful to be aware of things that might become obstacles for us while identifying individual strengths that we can draw upon during challenging transitions. As you review your change readiness report, look particularly close at any traits where you scored very high or very low, and be mindful of the text offered. This will help you utilize your strengths and deal more effectively with change, while avoiding the pitfalls for those traits that don't serve you as well.

This report measures eight specific traits of change readiness. The scores will help you assess holistically where your vulnerabilities lie during change and transition as well as highlight strengths that you can harness to help you learn and grow through never-ending changes you will experience.



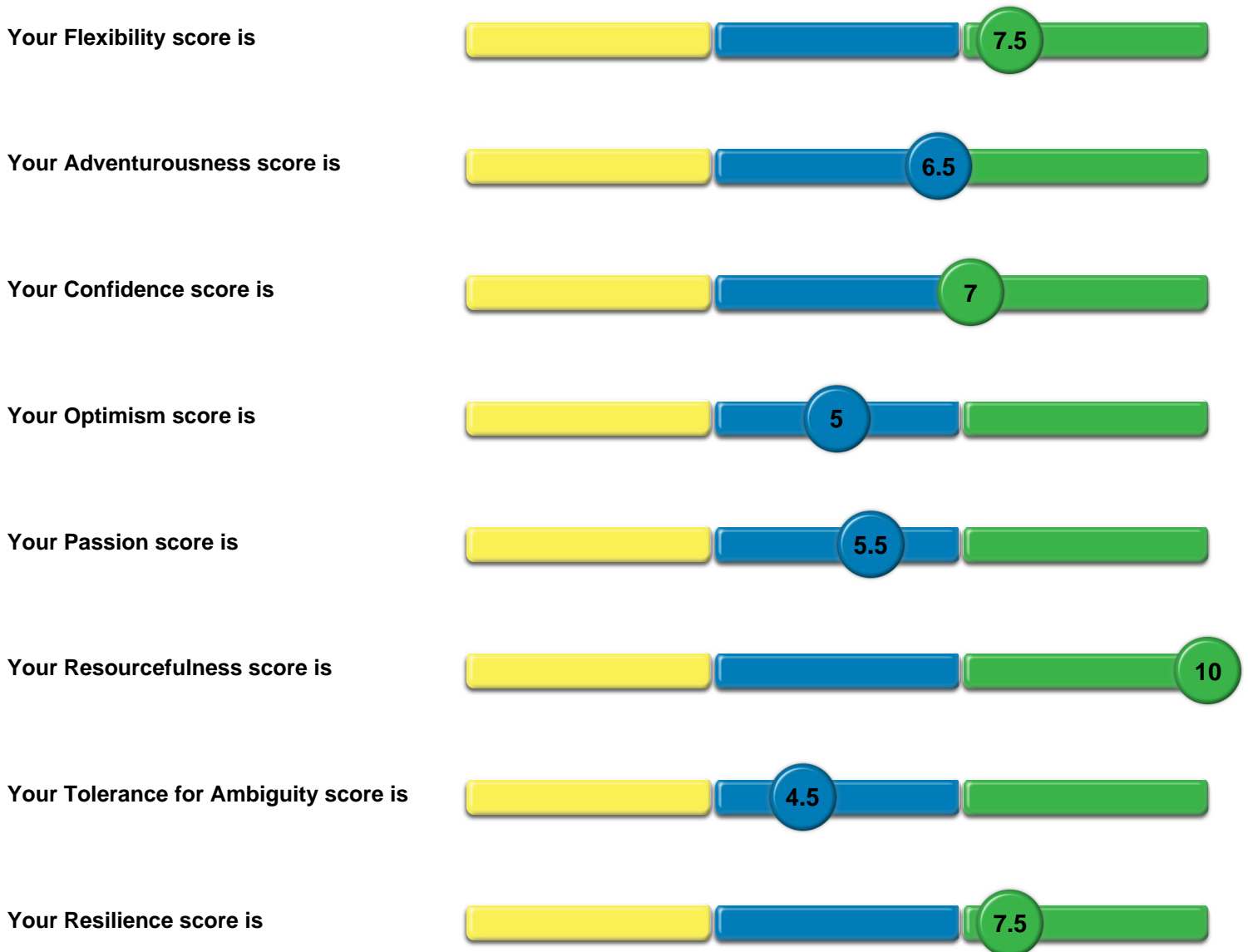
8 Change Readiness Factors



Your Styles Compared

Change Readiness

Ideally you would score in the moderate range for all the change readiness traits (4-6). However, most of us do not score in this range for ALL traits. Most likely you will have both low scores and high scores. Your goal should be to be aware of any traits where you score very high or very low and be mindful of the caveats offered. Being aware of them helps you take advantage of those traits that can help you deal more effectively with change while minimizing those traits that don't serve you



Change Readiness



Ideally each of us would score in the moderate range for each trait. However all of us are unique in how we approach change. You should also not become dismayed by overly high or low scores as the most important thing is to be aware of where we are. Also, when working in teams dealing with change, we can partner with colleagues who complement our strengths and vulnerabilities.

Flexibility

Are you flexible?



Flexible people have goals and dreams like everyone else, but they're not overly invested in exactly how they turn out. When something doesn't work out, they'll say, "Plan A doesn't work, let's go to Plan B."

A **high score** indicates you are not wedded to specific outcomes. You are able to generally take things in stride. If the situation changes, your expectations shift right along with it. However, be careful as a very high score (9 or 10) may indicate or project to others that you lack commitment or the ability to stick with a difficult task over time.

Adventurousness

Are you adventurous?



Two ingredients capture this adventurous spirit: the inclination to take risks and the desire to pursue the unknown, to walk the path less taken. Adventurous people love a challenge.

A **moderate score** indicates that you usually perform well during organizational shake ups since change always involves both risk and the unknown. You are seen as being proactive; a person who can initiate and create change.

Confidence

Do you have confidence?



If optimism is the view that a situation will work out, confidence is the belief in your own ability to handle it. There is **Situational Confidence** – “I know I can swim across this channel, learn this program, write this report”, and **Self-confidence** – “I can handle whatever comes down the road.” Self-confidence is what is measured by this assessment.

A **high score** indicates that you are an individual with a strong sense of self-esteem. You believe that you can make any situation work for you. However, if your score is over 9, you may be perceived as a cocky know-it-all who is not open to feedback.

Optimism

Are you optimistic?



Is the glass half empty or half full? Optimism is highly correlated with change readiness since the optimist recognizes opportunities and possibilities while the pessimist observes only problems and obstacles.

A **moderate score** indicates you are optimistic in general. However, there are times when you focus on the negative side of a situation. You may become overly cautious, pessimistic or even fearful.

Passion

Do you have passion and drive?



Passion is the fuel that energizes all the other traits. If you have a passion, nothing seems impossible. On the other hand, if you don't have passion, change can seem exhausting. Passion is your level of personal dynamism. It shows up in your level of intensity and determination. Your passion helps propel you forward and get things done. To make a new procedure work, to overcome the myriad of problems that any plan for change may produce, you must have passion, enthusiasm and drive.

A **moderate score** indicates that you do have passion toward certain aspects of your life, and when you are interested or fully engaged in things you love, you will show energy, drive and determination. However, when you are not interested in the situation at hand, you may not exert the same level of energy and enthusiasm. You may come across as lacking in drive, energy or the ability to get difficult tasks done.

Resourcefulness

Are you resourceful?



Resourceful people are effective at making the most of any situation and utilizing whatever resources are available to develop plans and contingencies. They see more than one way to achieve a goal, and they are able to look in less obvious places to find help. They have a talent for creating new ways to solve old problems.

A **high score** indicates that you always find an answer or solution even when others have given up or when they tell you that everything has already been tried before and won't work. Alternatively, if you scored too high (over a 9) you might have a tendency to overlook obvious solutions and create more work than is necessary.

Tolerance for Ambiguity

Are you tolerant when things are unclear?



The one certainty surrounding change is that it causes a lot of uncertainty. No matter how carefully you plan it; there is always an element of indefiniteness or ambiguity. Without a healthy tolerance for ambiguity, change is not only uncomfortable; it's downright scary.

A **moderate score** indicates that you are able to tolerate uncertainty or ambiguity fairly well, but at times may feel out of control or uncomfortable when a situation arises and you don't know what is coming next and how it will impact you. You will either try to gather more details to clear things up, or work through it as best you can.

Resilience

Are you able to overcome obstacles in life?



Resilience is that quality that allows some people to be knocked down by life and come back stronger than ever. It is your ability to cope with stress and adversity. Resilient people take delays, obstacles and setbacks in stride. If you are resilient you are more able to bounce back from the setbacks you experience in your life.

A **high score** indicates that life's trials and difficulties do not keep you down for long. You are able to move through them and on to better things. However, if you have scored higher than a 9, people may see you as aloof and unconcerned. Also, if you are not impacted by your life's setbacks, you may be less likely to learn from them.



Change Readiness Goals and Objectives: