

# Organizational Change Readiness Assessment

This assessment is designed to reveal your organization's ability to change when change is needed. Read the following questions and indicate your level of agreement with each statement using the following scale.

- 5 We are excellent at this. I am confident we would succeed.
- 4 We are good at this. I believe we can manage.
- 3 We are okay at this. I believe we could manage.
- 2 We need help with this. I don't think we would manage very well.
- 1 We have problems with this. I don't think we can do this.

Sponsorship regularly comes from a senior level such as the President.	
Leadership is provided from the highest senior levels that have direct responsibility for change.	
There is a strong sense of urgency for change from the senior staff.	
The organization has a culture that emphasizes continuous improvement.	
Any planned change initiative has clear objectives that are consistently communicated.	
Management strongly believe the future should look different from the past.	
Management has a clear vision of the future and can mobilize the necessary resources.	
The change effort connects to other major initiatives underway or being planned within the organization.	
Management is willing to change critical business processes.	
All employees are supported when taking risks, being innovative and looking for new solutions.	
The organization has successfully implemented major changes in the past 12 months.	
Employees enjoy working in the organization and the level of individual responsibility and team spirit is high.	
The organization is always experimenting and new ideas are easily implemented.	
Organizational decisions use a participatory process, are made quickly and it's clear when the decision is made.	
Employees have been extensively cross trained and have a good understanding of each others role in the organization	
Employees view change as an opportunity	
Employees work across boundaries with little trouble	
<b>Total Points</b>	