

Assessing Change Readiness

To assess your organisation's change readiness, answer the following questions:

Question	Comment
1. Are you and/or your senior leadership able to plan for and lead the changes you wish to make? a. A clear vision and reason and the ability to communicate this. b. Strong enough engagement and involvement to lead the change. c. Trust.	
2. Do your middle managers/supervisors have the capacity for change? a. The required skills that the change will require. b. The ability to manage a transition. c. Resilience.	
3. Have you and your organization successfully implemented major changes in the past? a. Previous successes will boost trust and willingness to change. b. Previous failures can be overcome if the lessons are clear.	
4. Is there an urgency (clear business case) for the change? a. Without a compelling case for change, i.e., either a clear benefit or an intolerable problem, change is unlikely.	
5. Do your employees have the capacity for accepting and then implementing the change? a. Future skills required. b. Resilience. c. Trust.	
6. Have you defined the impact of the change? a. Who are the winners? b. Who are the losers? c. What are the less likely results or consequences, including negative ones?	
7. Is there a clear and shared purpose of the change? a. The greater the shared sense of purpose and benefit by all levels of the organization, the greater the likelihood of a successful change project.	