Organizational Attributes Assessment

Assessing the change readiness of the organization

Mark your location on the following spectrum. If you fall on the right of the spectrum, your project will require more change management resources and activities than if you fall on the left of the spectrum. This assessment result will be used to customize your change management strategy and activities.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Perceived need for change among employees and managers: | | | | |
| Compelling business need for change is visible – employees are dissatisfied with the current state | | | Employees do not view change as necessary – employees are satisfied with the current state | |
| 1 | 2 | 3 | 4 | 5 |
| Impact of past changes on employees: | | | | |
| Employees perceive past changes as positive | | | Employees perceive past changes as negative | |
| 1 | 2 | 3 | 4 | 5 |
| Change capacity: | | | | |
| Very few changes underway | | | Everything is changing | |
| 1 | 2 | 3 | 4 | 5 |
| Past changes: | | | | |
| Changes were successful and well-managed | | | Many failed projects and changes were poorly managed | |
| 1 | 2 | 3 | 4 | 5 |
| Shared vision and direction for the organization: | | | | |
| Widely shared and unified vision | | | Many different directions and shifting priorities | |
| 1 | 2 | 3 | 4 | 5 |
| Resources and funding availability: | | | | |
| Adequate resources and funds are available | | | Resources and funds are limited | |
| 1 | 2 | 3 | 4 | 5 |
| Organization’s culture and responsiveness to change: | | | | |
| Open and receptive to new ideas and change | | | Closed and resistant to new ideas and change | |
| 1 | 2 | 3 | 4 | 5 |
| Organizational reinforcement: | | | | |
| Employees are rewarded for risk taking and embracing change | | | Employees are rewarded for consistency and predictability | |
| 1 | 2 | 3 | 4 | 5 |
| Leadership style and power distribution: | | | | |
| Centralized | | | Distributed | |
| 1 | 2 | 3 | 4 | 5 |
| Executive/senior management change competency: | | | | |
| Business leaders demonstrate effective sponsorship on change projects | | | Business leaders lack sponsor skills and knowledge | |
| 1 | 2 | 3 | 4 | 5 |
| Middle management change competency: | | | | |
| Managers are highly competent at managing change | | | Managers lack the knowledge and skills for managing change | |
| 1 | 2 | 3 | 4 | 5 |
| Employee change competency: | | | | |
| Employees are highly competent at managing change | | | Employees lack the knowledge and skills for managing change | |
| 1 | 2 | 3 | 4 | 5 |
| Sum of points for Organizational Attributes Assessment (out of 60): | | | | Click or tap here to enter text. |

A score of 35 or higher indicates a change resistant organization that will require more change management for the project to be successful.