

INDIVIDUAL CHANGE READINESS ASSESSMENT

Using the scale, please indicate how much you agree or disagree with the statements describing your direct reports.

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|--------------------------------------|-----------------------------|---|--------------------------|-----------------------------------|
| 1 Strongly Disagree | 2 Disagree | 3 Neither Agree nor Disagree | 4 Agree | 5 Strongly Agree |
|--------------------------------------|-----------------------------|---|--------------------------|-----------------------------------|

In general this Person:

| | | | | | |
|---|---|---|---|---|---|
| 1. Is outspoken during meetings | ① | ② | ③ | ④ | ⑤ |
| 2. Is comfortable with risk taking | ① | ② | ③ | ④ | ⑤ |
| 3. Is comfortable with failures | ① | ② | ③ | ④ | ⑤ |
| 4. Seeks to continually improve practices and processes in spite of past success | ① | ② | ③ | ④ | ⑤ |
| 5. Has previously articulated a need for change | ① | ② | ③ | ④ | ⑤ |
| 6. Thrives in uncertain situations | ① | ② | ③ | ④ | ⑤ |
| 7. Is comfortable with certain levels of disruption and conflict | ① | ② | ③ | ④ | ⑤ |
| 8. At times has challenged assumptions in the past | ① | ② | ③ | ④ | ⑤ |
| 9. Is among the first to adopt new technology | ① | ② | ③ | ④ | ⑤ |
| 10. Offers solutions to problems | ① | ② | ③ | ④ | ⑤ |
| 11. Identifies problems before others do | ① | ② | ③ | ④ | ⑤ |
| 12. Frequently comes to you with problems | ① | ② | ③ | ④ | ⑤ |
| 13. Offers innovative solutions when compared to others | ① | ② | ③ | ④ | ⑤ |
| 14. Believes in new ideas without needing proof of success | ① | ② | ③ | ④ | ⑤ |
| 15. Refers to change as opportunity | ① | ② | ③ | ④ | ⑤ |
| 16. Continually seeks new ways of doing things | ① | ② | ③ | ④ | ⑤ |
| 17. While respectful of the past, has little problem opposing tradition and established practices | ① | ② | ③ | ④ | ⑤ |

Add up the raw scores of all the responses: _____ /17 = []. This is the Early Adopter Average Score.

An Early Adopter Average Score between 1-3 might indicate this employee is a Skeptic. A score between 3-4 would indicate a Fence Sitter. A score between 4 and 5 is an Early Adopter.