

## Enclaria Leadership Change Readiness Assessment

Please indicate the degree to which you agree or disagree with the following statements.

		Score				
		Strongly Disagree	Disagree	Neither Agree Nor Disagree	Agree	Strongly Agree
1	The existing organizational culture is well defined and understood.	1	2	3	4	5
2	We expect the change to succeed.	1	2	3	4	5
3	The vision of the future organization is clear.	1	2	3	4	5
4	The main focus of leaders is the change implementation.	1	2	3	4	5
5	We can specify the aspects of the current state that we are leaving behind.	1	2	3	4	5
6	Informal communication networks have been leveraged.	1	2	3	4	5
7	The scope of the change has been selected.	1	2	3	4	5
8	We have learned from failed attempts to affect organizational change in the past.	1	2	3	4	5
9	The expected cause-and-effect of change initiatives has been documented.	1	2	3	4	5
10	The steps necessary to fill the gap between present and future states have been documented.	1	2	3	4	5
11	A feedback mechanism is built into the communication plan.	1	2	3	4	5
12	The organization as a whole has a sense of urgency around a "burning platform."	1	2	3	4	5
13	Our incentive plan is aligned with the transformation goals.	1	2	3	4	5
14	Leaders understand the personal changes that must take place.	1	2	3	4	5
15	The organization has committed resources to the change initiative.	1	2	3	4	5
16	Leaders have made a commitment to follow through with the change initiative.	1	2	3	4	5
17	Teams and meetings have been adapted to support the change.	1	2	3	4	5

18	Leaders understand the reasons why change is necessary.	1	2	3	4	5
19	Expectations of the transformation are realistic.	1	2	3	4	5
20	We have a method for dealing with employees who resist change.	1	2	3	4	5
21	Leaders communicate consistent messages.	1	2	3	4	5
22	We are using an organizational change methodology.	1	2	3	4	5
23	The vision for the future is realistic.	1	2	3	4	5
24	Information is freely shared at all levels of the organization.	1	2	3	4	5
25	The vision for the future is compelling.	1	2	3	4	5
26	We know the strengths of the organization that we want to maintain.	1	2	3	4	5
27	Leaders are enthusiastic about the transformation.	1	2	3	4	5
28	Potential roadblocks have been determined and addressed.	1	2	3	4	5
29	The vision for the future is inspiring.	1	2	3	4	5
30	Leaders enact a high level of accountability amongst themselves.	1	2	3	4	5
31	Change agents are distributed across the organization.	1	2	3	4	5
32	There is an employee training and development plan that supports the change initiative.	1	2	3	4	5
33	We measure progress against our transformation plan.	1	2	3	4	5

## Change Readiness Assessment – Scoring Key

For each question, transfer the score from the assessment. Then, calculate the average for each category.

<b>Know Your Organization</b>		<b>Define The Future</b>		<b>Obtain Leadership Commitment</b>		<b>Involve Employees</b>	
Q #	Score	Q #	Score	Q #	Score	Q #	Score
1		2		14		11	
5		3		16		31	
8		7		18		32	
12		23		27			
26		25					
		29					
<b>Avg</b>		<b>Avg</b>		<b>Avg</b>		<b>Avg</b>	

<b>Plan Communication</b>		<b>Ensure Accountability</b>		<b>Provide Resources</b>		<b>Use A Change Methodology</b>	
Q #	Score	Q #	Score	Q #	Score	Q #	Score
6		13		4		9	
21		20		15		10	
24		30		17		19	
						22	
						28	
						33	
<b>Avg</b>		<b>Avg</b>		<b>Avg</b>		<b>Avg</b>	

Plot the average for each category on the chart on the following page.

## Change Readiness Assessment – Results Chart

