

## Assessment Thinking About Past Change Initiatives

Consider past change initiatives that you have led or sponsored in the organization and how effectively the change initiatives were implemented within the organization. Respond to each statement below using a scale of 1(Strongly Disagree) to 5 (Strongly Agree).

<i>Statement...</i>	<i>Scale:</i>				
	<i>1 = Strongly Disagree 5 = Strongly Agree</i>				
	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
There has been clear evidence that the change initiative was working within the organization.					
Employees were engaged in the change and continued to push forward to achieve change, even when obstacles arose.					
There was a sense of urgency within the organization to be involved in ensuring the change was a success.					
The change “stuck” after implementation – there were improvements in how the work got done.					
A larger change was “chunked” into smaller components so that there was consistent progress toward achieving the overall goal.					
There were systems put in place to encourage employees to adopt the change – such as rewards, bonuses, etc.					
Due to how employees were engaged in the change initiative, resisters were converted to champions fairly quickly.					