

### **Employee Survey to Evaluate Past Failed Change Initiatives**

<b>Statement...</b>	<b>Strongly Disagree</b>					<b>Strongly Agree</b>				
	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
The vision for the change was clearly communicated and understood.										
I understood not only the impact of the change on the organization, but also how the change would impact me personally.										
I felt that I had a hand in shaping the change initiative.										
Communications about the change were effective and sufficient.										
I knew early on what I would need to do to be effective in working with the change and how the organization would support me to ensure I was effective.										
I felt like everything that needed to be considered regarding the change was considered early on and with the input of employees.										
<b>Statement...</b>	<b>Open response...</b>									
Considering the last change initiative in which you were involved within the organization, what would have increased your comfort, or made you even more supportive, of the change?										
What worries or concerns you about change within the organization? (Be specific.)										
If you were leading a change initiative, what would you do to help employees adopt the change and be comfortable with it?										