

Common Questions Surrounding Change

When preparing to discuss change initiatives with employees, be prepared to answer questions as part of the conversation/presentation. Common questions around change include:

- Why does this change have to happen?
- What is driving this change? Why is it happening?
- What is the vision for the change? What will the future look like?
- What is in it for employees?
- Who will be involved in the change initiative?
- When will it start?
- Where will it occur? (What department? What workgroup? What division?)
- What will success look like when the change is implemented?
- Will employees be able to provide their ideas and feedback during the change initiative?
- Who will be impacted/affected by the change?
- Who needs to be involved? And what is expected of those who are involved?
- Will anyone lose their jobs? Will anyone have to change jobs?
- Will we be trained in the change?