

Checklist Indicating Positive, Opportunity-Driven Perspective of Change

Use this checklist to gauge how prevalent a positive, opportunity-driven perspective of change is within the organization. When change is not seen as a positive; determine how to frame the change to engage employees and obtain buy-in before initiating the change project. Use this checklist additionally to determine focus when working toward a culture of continuous.

Items Indicative of a Positive, Opportunity-Driven Perspective of Change...	
	Change is seen as an opportunity for personal and professional growth, enabling for new skills and building knowledge
	Change means that the organization and its employees are moving forward and accomplishing their strategy
	When change is happening, employees ask questions, provide feedback and expect to be involved in the change initiative
	Employees take the lead to initiate change, frequently making positive changes in how they get work done
	Leaders share opportunities for change with employees as well as share how change can help address threats to the organization
	Leaders regularly reach out to employees to ask them what the organization can do to better support them and customers
	Leaders regularly engage employees in change through asking thought-provoking questions
	The face of change initiatives within the organization are the employees, not the leaders