Assessment
Change Project Communications

Consider past change initiatives that you have led or sponsored in the organization and how effectively communications happened about those change initiatives.

Respond to each statement below using a scale of 1 (Strongly Disagree) to 5 (Strongly Agree).

Statement…	*Scale:* *1 = Strongly Disagree* *5 = Strongly Agree*				
	1	**2**	**3**	**4**	**5**
The vision is communicated clearly *prior* to the change initiative being launched.					
Change communications are well planned, answering questions that are commonly asked by employees.					
Employees feel that they are kept updated about change projects and communications are sufficient and valuable.					
The organization communicates with employees in a variety of ways and using a variety of tools and methods.					
The organization has multiple ways to gather feedback about the change project from employees.					
The organization uses Stakeholder Support Committees to engage employees in large, complex change initiatives.					
Communications about the change project are not just fronted by leadership but also by individual employees and Stakeholder Support Committee members.					
The communication plan is evaluated and updated as needed throughout the change project.					
For large, complex change initiatives, there is a team who is specifically responsible for leading the communication effort.					