

Personal Change Readiness Assessment

Directions: Consider these statements in the context of your current work environment.

1. I generally try to protect and maintain things as they are.

1	2	3	4	5	6	7	8	9	10
Strongly Agree									Strongly Disagree

2. Before trying something new I must feel reasonably certain I will be successful.

1	2	3	4	5	6	7	8	9	10
Strongly Agree									Strongly Disagree

3. People who know me well would say I approach crisis situations with caution and concern rather than with excitement and enthusiasm.

1	2	3	4	5	6	7	8	9	10
Strongly Agree									Strongly Disagree

4. In the past, I have tended to reluctantly follow organizational changes that I had no choice about rather than embrace them.

1	2	3	4	5	6	7	8	9	10
Strongly Agree									Strongly Disagree

5. I believe that ultimately things never really change.

1	2	3	4	5	6	7	8	9	10
Strongly Agree									Strongly Disagree

Personal Change Readiness Assessment, cont.

6. I believe that overall most people are pretty satisfied with the way things are now.

1	2	3	4	5	6	7	8	9	10
Strongly Agree									Strongly Disagree

7. In the past, I have had more negative experiences with change than positive.

1	2	3	4	5	6	7	8	9	10
Strongly Agree									Strongly Disagree

8. In general, I believe that things are changing much faster than necessary.

1	2	3	4	5	6	7	8	9	10
Strongly Agree									Strongly Disagree

9. People who know me well would tend to describe me as risk averse.

1	2	3	4	5	6	7	8	9	10
Strongly Agree									Strongly Disagree

10. I tend to focus on short-term objectives rather than long-term goals.

1	2	3	4	5	6	7	8	9	10
Strongly Agree									Strongly Disagree

Personal Change Readiness Assessment, cont.

11. I generally have trouble making decisions and frequently want more data than I have access to.

1	2	3	4	5	6	7	8	9	10
Strongly Agree									Strongly Disagree

12. I believe that there is far too much ambiguity and uncertainty present in the workplace.

1	2	3	4	5	6	7	8	9	10
Strongly Agree									Strongly Disagree

13. People who know me well would say I have “strong control needs”.

1	2	3	4	5	6	7	8	9	10
Strongly Agree									Strongly Disagree

14. I often have a difficult time envisioning the future.

1	2	3	4	5	6	7	8	9	10
Strongly Agree									Strongly Disagree

15. People who know me well would say I’ m not a particularly creative thinker.

1	2	3	4	5	6	7	8	9	10
Strongly Agree									Strongly Disagree

Personal Change Readiness Assessment, cont.

16. I tend to value job security over everything else.

1	2	3	4	5	6	7	8	9	10
Strongly Agree									Strongly Disagree

17. People who know me well would describe me as more pessimistic in nature than optimistic.

1	2	3	4	5	6	7	8	9	10
Strongly Agree									Strongly Disagree

18. I tend to resist new ways of doing things if they are not my ideas.

1	2	3	4	5	6	7	8	9	10
Strongly Agree									Strongly Disagree

19. I am far more comfortable relying on facts than on intuition.

1	2	3	4	5	6	7	8	9	10
Strongly Agree									Strongly Disagree

20. People who know me well say that once my mind is made up it is virtually impossible to change it.

1	2	3	4	5	6	7	8	9	10
Strongly Agree									Strongly Disagree