

# Change Readiness Assessment

Circle the number beside each statement that reflects how accurately the statement describes you. Adapted from Associate Professor T.J. Jenney, Purdue, "Change-Readiness Test."

## Change Readiness Scale: 1 = Not Like Me – 6 = Exactly Like Me

1. I prefer the familiar to the unknown.....
2. I rarely second guess myself.....
3. Once I establish a plan, I am unlikely to change it.....
4. I cannot wait for the day to get started.....
5. I believe in not getting your hopes too high.....
6. If something is broken, I want to fix it.....
7. I get impatient when there are no clear answers.....
8. I like to establish routines and stay with them.....
9. I can make any situation work for me.....
10. When something important does not work out, it takes me time to adjust.....
11. I have a hard time relaxing and doing nothing.....
12. If something can go wrong, it usually does.....
13. When I get stuck, I improvise solutions.....
14. I get frustrated when I do not understand something right away.....
15. I prefer work that is similar and in my comfort zone.....
16. I can handle anything that comes along.....
17. Once I make up my mind, I do not change it.....
18. I like to push myself beyond my limits.....
19. I tend to focus on what can go wrong.....
20. When people need solutions to problems, they call on me.....
21. When an issue is unclear, I want to clarify it right away.....
22. I tend to stick to my routine.....
23. I focus on my strengths, not my weaknesses.....
24. I find it hard to give up something even if it is not working out.....
25. I am restless and full of energy.....
26. Things rarely work out the way you want them to.....
27. My strength is to find ways around obstacles.....
28. I do not like to leave things unfinished.....

- 29. I prefer to do familiar things over trying new ways.....
- 30. My faith in my abilities is unshakable.....
- 31. When in Rome, do as the Romans do.....
- 32. I am a passionate person.....
- 33. I am more likely to see problems than opportunities.....
- 34. I look in unusual places to find solutions.....
- 35. I do not perform well when there are vague expectations and goals.....

## The Seven Traits of Change Readiness

Add the scores for the questions in each category as indicated below. *Note: In some cases, the total must be subtracted from 35 to get the score for that trait.*

### Resourcefulness

- 6. \_\_\_\_\_
  - 13. \_\_\_\_\_
  - 20. \_\_\_\_\_
  - 27. \_\_\_\_\_
  - 34. \_\_\_\_\_
- \_\_\_\_\_ Score

### Adaptability

- 3. \_\_\_\_\_
  - 10. \_\_\_\_\_
  - 17. \_\_\_\_\_
  - 24. \_\_\_\_\_
  - 31. \_\_\_\_\_
- \_\_\_\_\_ Total  
 \_\_\_\_\_ 35 – Total = Score

### Optimism

- 5. \_\_\_\_\_
  - 12. \_\_\_\_\_
  - 19. \_\_\_\_\_
  - 26. \_\_\_\_\_
  - 33. \_\_\_\_\_
- \_\_\_\_\_ Total  
 \_\_\_\_\_ 35 – Total = Score

### Confidence

- 2. \_\_\_\_\_
  - 9. \_\_\_\_\_
  - 16. \_\_\_\_\_
  - 23. \_\_\_\_\_
  - 30. \_\_\_\_\_
- \_\_\_\_\_ Score

### Adventurousness

- 1. \_\_\_\_\_
  - 8. \_\_\_\_\_
  - 15. \_\_\_\_\_
  - 22. \_\_\_\_\_
  - 29. \_\_\_\_\_
- \_\_\_\_\_ Total  
 \_\_\_\_\_ 35 – Total = Score

### Tolerance for Ambiguity

- 7. \_\_\_\_\_
  - 14. \_\_\_\_\_
  - 21. \_\_\_\_\_
  - 28. \_\_\_\_\_
  - 35. \_\_\_\_\_
- \_\_\_\_\_ Total  
 \_\_\_\_\_ 35 – Total = Score

### Passion/Drive

4. \_\_\_\_\_

11. \_\_\_\_\_

18. \_\_\_\_\_

25. \_\_\_\_\_

32. \_\_\_\_\_

\_\_\_\_\_ Score

## The Seven Traits of Change Readiness: Understanding Your Scores

**Resourcefulness:** Resourceful people are effective at taking the most of any situation and utilizing whatever resources are available to develop plans and contingencies. They see more than one way to achieve a goal and can look in less obvious places to find help. They have a real talent for creating new ways to solve old problems. People with low resourcefulness tend to get stuck when they encounter obstacles, dig in their heels, and revert to the old way of doing things. People with very high scores (over 26) might overlook obvious solutions and create more work than is necessary.

**Optimism:** Optimism is highly correlated with change readiness since the pessimist observes only problems and obstacles while the optimist recognizes opportunities and possibilities. Optimists tend to be more enthusiastic and positive about change. Their positive outlook is founded on a faith in the future and the belief that things usually work out for the best. Very high optimism scorers (over 26) may lack critical-thinking skills.

**Adventurousness:** Adventurous people are inclined to take risks and have the desire to pursue the unknown. Adventurous people love a challenge. Since change always involves both risk and the unknown, they usually perform well during organizational shake-ups. They are usually the employees who initiate and create change. But very high scores (over 26) may indicate a tendency toward recklessness.

**Passion/Drive:** Passion is the fuel that maximizes all the other traits. If you have passion, nothing appears impossible. If you do not, change is exhausting. Passion is the individual's level of personal dynamism. It shows up in a person's level of intensity and determination. To make a new process work, to overcome the problems that any plan for change may produce, you need passion and enthusiasm. Very high scorers (over 26), however, tend to be bullheaded, obsessed, and heading for burnout.

**Adaptability:** Adaptability includes two elements: flexibility and resilience. Flexible people have goals and dreams, but they are not overly invested in them. When something does not work out, they go on to Plan B. Adaptability is the capacity to rebound from adversity quickly with a minimum of trauma. Failure or mistakes do not usually deter them. They do not dwell on them but bounce back quickly and move on. High scorers on this trait are not wedded to specific outcomes. If the situation changes, their expectations shift right along with it. Scoring too high (over 26) in this trait indicates a lack of commitment or stick-to-it-ness.

**Confidence:** Confidence is the belief in your own ability to manage any situation. High scorers are individuals with a strong sense of self-esteem. But more specifically, they believe they can

make any situation work for them. Scorers above 26 may indicate a cocky, know-it-all attitude and lack of receptivity to feedback.

**Tolerance for Ambiguity:** The one certainty surrounding change is that it is uncertainty. No matter how carefully you plan it, there is always an element of ambiguity. Without a healthy tolerance for ambiguity, change is not only uncomfortable; it is scary. But too much tolerance (over 26) can also get you in trouble. You may have difficulty finishing tasks and making decisions.