

Organizational Change Assessment

This assessment assumes that the respondent is in an organization with a disruptive change that is underway (or will be soon). It may be beneficial to capture the opinions of multiple individuals within your organization to generate a broader understanding of strengths to leverage and challenges to overcome.

INSTRUCTIONS:

1. Please mark your level of agreement with each statement.
2. Calculate the numerical average for each section and record it. Lower averages indicate challenges that may impede the success of the change effort.

Section I: Leadership		strongly disagree	disagree	neutral	agree	strongly agree
1	We have the right leaders in place to ensure the change is a success.	①	②	③	④	⑤
2	Executives demonstrate (in words and actions) support for the change.	①	②	③	④	⑤
3	Front-line managers demonstrate (in words and actions) support for the change.	①	②	③	④	⑤
4	Our leaders listen to employee concerns about the change and are able to adequately address them.	①	②	③	④	⑤
5	Our leaders are effective and they work well together.	①	②	③	④	⑤
					Section Average:	

Section II: Communication		strongly disagree	disagree	neutral	agree	strongly agree
6	Employees have a clear vision of what the organization will look like after the change.	①	②	③	④	⑤
7	Our leaders are unified and aligned in their communications about this change.	①	②	③	④	⑤
8	Employees receive accurate information about the change.	①	②	③	④	⑤
9	Employees receive timely information about the change.	①	②	③	④	⑤
10	Communication about the change is clear and easy to understand.	①	②	③	④	⑤
					Section Average:	

Section III: Planning & Support		strongly disagree	disagree	neutral	agree	strongly agree
11	It is clear how we will measure success in this change.	①	②	③	④	⑤
12	We are appropriately staffing this change to ensure its success.	①	②	③	④	⑤
13	We are appropriately funding this change to ensure its success.	①	②	③	④	⑤
14	We will get all the technical support we need to make this change a success.	①	②	③	④	⑤
15	The plan to implement the change will ensure that important daily work still gets done.	①	②	③	④	⑤
					Section Average:	

Section IV: Risk Mitigation		strongly disagree	disagree	neutral	agree	strongly agree
16	We have identified all the major risks that threaten the change's success.	①	②	③	④	⑤
17	We have defined mitigation strategies for all the major risks we have identified.	①	②	③	④	⑤
18	We clearly understand how this change will negatively impact customers.	①	②	③	④	⑤
19	We clearly understand how this change will negatively impact employees.	①	②	③	④	⑤
20	We clearly understand how this change will negatively impact suppliers.	①	②	③	④	⑤
					Section Average:	

Section V: Engagement		strongly disagree	disagree	neutral	agree	strongly agree
21	Employees believe that this change is necessary.	①	②	③	④	⑤
22	All employees who will be affected by the change understand what the change is.	①	②	③	④	⑤
23	Employees' opinions count in determining how the change will be implemented.	①	②	③	④	⑤
24	Employees' roles in the change are clear to them.	①	②	③	④	⑤
15	Employees actively help other employees get committed to the change.	①	②	③	④	⑤
					Section Average:	