

Change readiness results

Change

Team

Date

Number of answers

Tally how many employees ticked each box. Percent agree = (number of 4s + number of 5s) divided by the total, times 100.

STATEMENT	1	2	3	4	5	TOTAL	% AGREE
1. I understand why we need to make this change.							
2. This change is the right fix for the problem.							
3. I will be able to do my job well after the change.							
4. Senior leaders are fully behind this change.							
5. My manager can answer my questions about the change.							
6. Overall, this change will be good for me.							
7. I know what this change means for my own job.							
8. People like me have a say in how it is rolled out.							
9. I have time in my week to learn the new way.							

How do you feel about this change right now

READY	HOPEFUL	UNSURE	WORRIED	OPPOSED

Strengths

The two statements with the highest percent agree.

Beliefs to work on next

The two statements with the lowest percent agree.

What the open answers say

Sort the comments into three or four themes.

You said, we will

What staff told us, what we will do about the two lowest scores, and when we will ask again.
