

Diagnostic: Change Process Assessment

Overview

Answer these questions to assess how well your change effort is using best practices for achieving successful organizational change.

Questions	Comments
Have we communicated the urgency of the change effort by framing the challenge clearly?	
Have we built a strong core team?	
Do we have a shared vision of the end results of the change initiative?	
Are we including key stakeholders in planning and implementation activities?	
Do we have examples of obstacles that we have overcome together as a result of the change initiative?	
Are we sufficiently focused on results?	
Do we have periodic celebrations of short-term wins?	
Do we have continued senior leadership support for facing ongoing challenges?	
Are new behaviors and values becoming increasingly visible at work?	
Are changes incorporated in routine organizational processes and systems?	