

Feelings Towards Change

How Do You Feel About Change?

Run through the following statements:

1. Tick **up to five** statements that you Strongly Agree with.
2. Mark with crosses **up to five** statements that you strongly disagree with.

The rest of the statements should be left blank.

| | Statement | Strongly Agree (✓) | Strongly Disagree (✗) |
|----|--|--------------------|-----------------------|
| 1 | There is too much unnecessary change going on. | | |
| 2 | Change is exciting. | | |
| 3 | Periods of stability are necessary between change programmes. | | |
| 4 | We have to change or we'll get left behind. | | |
| 5 | Managing change gets in the way of my real job. | | |
| 6 | Change is usually implemented in a half-hearted way. | | |
| 7 | We're not changing quickly enough. | | |
| 8 | Most people just do the minimum they have to when implementing changes imposed from above. | | |
| 9 | People fear change because of the feelings of uncertainty it generates. | | |
| 10 | With most change programmes the focus is on processes, rather than culture. | | |

| | Statement | Strongly Agree (✓) | Strongly Disagree (✗) |
|-----|--|--------------------|-----------------------|
| 11. | The reasons for change are rarely communicated effectively. | | |
| 12. | Change is an opportunity for others to interfere in the way we do things. | | |
| 13. | The end goal is often ambiguous, so we don't know when we've got there. | | |
| 14. | Change programmes create lots of opportunities to celebrate success. | | |
| 15. | Change is an opportunity to learn from what we've done before and improve. | | |
| 16. | I like change when I'm in control of it. | | |
| 17. | Performance always goes down when a change programme is introduced; things were often fine before. | | |
| 18. | I try to keep my head down and let the change happen around me. | | |
| 19. | I love change! | | |
| 20. | I hate change! | | |

Notes: