

# CHANGE ASSESSMENT

Here is a short assessment with only a small sample of requirements to assure a successful change...how does your organization stack up?

Statement	Yes	So-So	No
We have a clear, compelling case for change that employees will definitely rally around.			
We have isolated the logical reasons for resistance to change and have a plan to help people address these.			
We have isolated the emotional reasons for resistance to change and have a plan to help people address these.			
We have identified the key supporters of the change and have a plan to leverage them.			
We have identified the key resistors of the change and have a plan to isolate or neutralize them.			
We have identified some ways to get momentum early, for instance through early wins.			
We have a strong plan to communicate the need for change.			
Our leadership is prepared to set the tone by going first to demonstrate the importance of the change.			
Our leadership has cleared enough time from their schedule to show that they are personally committed to the required change.			
We have set aside enough resources to support the front lines in making the change, including time for training, new equipment, new roles, and whatever else is logistically required.			
We have removed things from employees' plates so that they have enough bandwidth for new time requirements necessary for the change to work.			

Contact Atrium Advisers today for a brief conversation to learn more, and to avoid the major landmines that cause change initiatives—and careers—to stall.



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