



## Change Management Leadership Inventory

Answer the following questions regarding your change management leadership style as honestly and objectively as possible. Circle the number on the rating scale that best represents your style. Five indicates *most* like you while one is *least* like you.

*When I am called upon to implement change, I:*

- |   |   |   |   |   |   |
|---|---|---|---|---|---|
| 1. Try to give my direct reports as much advance notice as possible | 5 | 4 | 3 | 2 | 1 |
| 2. Explain the change as completely as possible                     | 5 | 4 | 3 | 2 | 1 |
| 3. Avoid making changes that are not critical                       | 5 | 4 | 3 | 2 | 1 |
| 4. Provide change specific training opportunities                   | 5 | 4 | 3 | 2 | 1 |
| 5. Hold each person accountable for some element of change          | 5 | 4 | 3 | 2 | 1 |
| 6. Provide assistance to those who find it difficult to change      | 5 | 4 | 3 | 2 | 1 |
| 7. Encourage people to think and act “out of the box”               | 5 | 4 | 3 | 2 | 1 |
| 8. Look for the positive in the change initiative                   | 5 | 4 | 3 | 2 | 1 |
| 9. Celebrate even small success as progress is made                 | 5 | 4 | 3 | 2 | 1 |
| 10. Model the desired behaviors and attitude                        | 5 | 4 | 3 | 2 | 1 |

**TOTAL SCORE** \_\_\_\_\_

If you scored 40 or more, you are a master of organizational change and transformation. If you scored between 30 and 39, you are well on your way to being a change agent but need to improve your understanding of the process. If you scored less than 30, this is an important development opportunity for you. Try to become a student of the change process and look for opportunities to model the desired behaviors of a change agent. Your team is counting on you.