

The Change-Ready Scale

Focus on your performance at work. Answer each question honestly. Circle the number that most accurately describes your beliefs and behaviors as they actually are, not as you would like them to be or think they should be.

	Not At All True					Very True
1. I prefer the familiar to the unknown.	1	2	3	4	5	6
2. I rarely second-guess myself.	1	2	3	4	5	6
3. I'm unlikely to change plans once they're set.	1	2	3	4	5	6
4. I can't wait for the day to get started	1	2	3	4	5	6
5. I believe in not getting your hopes too high.	1	2	3	4	5	6
6. If things aren't going well, I'll find a way to make them work out.	1	2	3	4	5	6
7. I don't like dealing with issues that have no clear answers.	1	2	3	4	5	6
8. I like to establish routines and stay with them.	1	2	3	4	5	6
9. I can make any situation work for me.	1	2	3	4	5	6
10. When something important doesn't work out, it takes me time to adjust.	1	2	3	4	5	6
11. I have a hard time relaxing and doing nothing.	1	2	3	4	5	6
12. If something can go wrong, it usually does.	1	2	3	4	5	6
13. When I get stuck, I'm inclined to improvise solutions.	1	2	3	4	5	6
14. I get frustrated when I can't get a grip on something.	1	2	3	4	5	6
15. I'm cautious in my acceptance of new ideas.	1	2	3	4	5	6
16. I don't worry about meeting other people's expectations.	1	2	3	4	5	6
17. Once I've made up my mind, I don't easily change it.	1	2	3	4	5	6

The Change-Ready Scale

	Not At All True					Very True
18. I push myself to the max.	1	2	3	4	5	6
19. My first impulse is to worry about what can go wrong.	1	2	3	4	5	6
20. I make a little go a long way.	1	2	3	4	5	6
21. When an issue is unclear, my impulse is to clarify it right away.	1	2	3	4	5	6
22. I wait to see if something works out before I try it.	1	2	3	4	5	6
23. I focus more on my strengths than my weaknesses.	1	2	3	4	5	6
24. I find it hard to give up on something, even if it's not working out.	1	2	3	4	5	6
25. I'm restless and full of energy.	1	2	3	4	5	6
26. Things rarely work out the way you want them to.	1	2	3	4	5	6
27. My strength is to find ways around obstacles.	1	2	3	4	5	6
28. I can't stand to leave things unfinished.	1	2	3	4	5	6
29. I'm drawn more to comfort than excitement.	1	2	3	4	5	6
30. When I make a mistake it doesn't faze me.	1	2	3	4	5	6
31. I'm uncomfortable in situations where the rules keep changing.	1	2	3	4	5	6
32. No matter what the odds, I never give up.	1	2	3	4	5	6
33. I'm more likely to see problems than opportunities.	1	2	3	4	5	6
34. When looking for a solution, I exhaust every possibility.	1	2	3	4	5	6
35. I don't like situations with vague expectations and goals.	1	2	3	4	5	6

The Change-Ready Scale

Calculating Your Score:

This assessment measures the following key change-readiness traits.

RESOURCEFULNESS

Add up your scores on questions 6, 13, 20, 27, 34. This total is your score. Optimal range is between 22 and 26.

SCORE _____

- Resourceful people are effective at making the most of any situation and utilizing whatever resources are available to develop plans and contingencies. They see more than one way to achieve a goal, and they're able to look in less obvious places to find help. They have a real talent for creating new ways to solve old problems.
- When people low in resourcefulness encounter obstacles, they get stuck and dig in their heels. Very high scorers (over 26) might overlook obvious solutions and create more work than is necessary. Optimal scorers know that every problem has a solution. If anyone can find it, they will. They're very handy when it comes to discovering innovative ways to deal with change.

OPTIMISM

Add up your scores on questions 5, 12, 19, 26, 33. Subtract this total from 35 for your score. Optimal range is between 22 and 26.

SCORE _____

- Optimism is highly correlated with change readiness since the pessimist observes only problems and obstacles, while the optimist recognizes opportunities and possibilities.
- Optimism is a reflection of your frame of reference, and your frame of reference is influenced by your disposition. The good news is that you can modify either.
- Very high optimism scorers (over 26) may lack critical thinking skills.

ADVENTUROUSNESS

Add up your scores on questions 1, 8, 15, 22, 29. Subtract this total from 35 for your score. Optimal range is 22 to 26.

SCORE _____

- Includes the inclination to take risks and the desire to pursue the unknown.
- Very high scores (over 26) may indicate a tendency toward recklessness.

The Change-Ready Scale

DRIVE

Add up your scores on questions 4, 11, 18, 25, 32. This total is your score. Optimal range is between 22 and 26.

SCORE _____

- Drive combines physical energy and mental desire to create passion. It's the fuel that maximizes all the other traits.
- Very high scores (over 26) may mean you're bullheaded, obsessed, and heading for burnout.

ADAPTABILITY

Add up your scores on questions 3, 10, 17, 24, 31. Subtract this total from 35 for your score. Optimal range is between 22 and 26.

SCORE _____

- Adaptability includes two elements: flexibility and resilience.
- Flexible people have goals and dreams like everybody else, but they're not overly invested in them. When something doesn't work, they'll try something else.
- Resilience is the capacity to rebound from adversity quickly with a minimum of trauma.
- Scoring too high (over 26) in this trait indicates a lack of commitment or stick-to-it-ness.

CONFIDENCE

Add up your scores on questions 2, 9, 16, 23, 30. This total is your score. Optimal range is between 22 and 26.

SCORE _____

- Confidence is the belief in your own ability to handle any situation.
- High scorers are generally individuals with a strong sense of self-esteem who believe they can make any situation work for them. They are not afraid of failing.
- Scores above 26 may indicate a cocky, know-it-all attitude and a lack of receptivity to feedback.

The Change-Ready Scale

TOLERANCE FOR AMBIGUITY

Add up your scores on questions 7, 14, 21, 28, 35. Subtract this total from 35 for your score. Optimal range is between 22 and 26.

SCORE _____

- No matter how carefully you plan for change, there is always an element of indefiniteness or ambiguity. When things are vague, in flux, or unclear, people who are uncomfortable with ambiguity get impatient and irritable. They want answers fast and they want them now. The result is that decisions are forced and made too quickly.
- If you score over 26 in this category, you may have difficulty finishing tasks and making decisions.

Source: Robert Kriegel and David Brandt. *Sacred Cows Make the Best Burgers: Developing Change-Ready People and Organizations*