

Change Management Assessment for Leaders

For leaders, change management is crucial for successfully implementing new strategies, initiatives, and processes within their organizations. Effective change management helps leaders to manage the risks associated with change and to minimize resistance from employees and other stakeholders. By managing change effectively, leaders can ensure that their organizations remain competitive, responsive to market trends, and capable of achieving their strategic goals.

STATEMENT
1. How do you approach change management in your organization?
a) From the perspective of the organization and its goals
b) From the perspective of the employees and their needs
2. How do you assess the impact of change on your employees?
a) By assuming they will adapt easily
b) By considering the potential impact on individual roles, responsibilities, and training needs
3. How do you communicate change to your employees?
a) Through top-down directives
b) Through transparent and empathetic communication, including town hall meetings and one-on-one discussions
4. How do you address extreme resistance to change in your organization?
a) By ignoring or minimizing it
b) By identifying the root causes of resistance and addressing them through open dialogue and clear expectations
5. How do you ensure that your employees see the benefits of change?
a) By assuming they will understand the rationale behind the change
b) By framing the change in terms of how it will ultimately benefit both the organization and the employees

STATEMENT
6. How do you measure the success of change management in your organization?
a) By the speed and efficiency of implementation
b) By the level of employee engagement and adoption of the change
7 How do you ensure that employees are adequately trained and supported during change?
a) By assuming they will figure it out on their own
b) By providing training and support tailored to individual needs and learning styles

Scoring:

1. Give yourself 1 point for each (b) answer.
2. Add up your points to determine your level of employee-focused change management.
 - a. **0-2 points:** You tend to approach change management from the organization's perspective and may overlook the needs and concerns of your employees.
 - b. **3-4 points:** You are starting to consider the impact of change on your employees and are taking steps to communicate and support them through the process.
 - c. **5-7 points:** You have a strong focus on employee-centered change management and are effectively managing resistance to change while ensuring that employees understand the benefits of the change.



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