



Seven Traits of Change Readiness: Questionnaire

This questionnaire is designed to provide insight into your mindset and approach when faced with change. By taking this assessment, you will identify possible strengths and development areas across seven traits of change readiness.

Put a check in the column beside each statement that reflects how accurately the statement describes you.

Change-Readiness Rating Scale: 1 = Not Like Me 6 = Exactly Like Me

Statement		1	2	3	4	5	6
1	I prefer the familiar to the unknown.						
2	I rarely second-guess myself.						
3	I'm unlikely to change plans once they're set.						
4	I can't wait for the day to get started.						
5	I believe in not getting your hopes too high.						
6	If something's broken, I try to find a way to fix it.						
7	I get impatient when there are no clear answers.						
8	I'm inclined to establish routines and stay with them.						
9	I can make any situation work for me.						
10	When something important doesn't work out, it takes me time to adjust.						
11	I have a hard time relaxing and doing nothing.						
12	If something can go wrong, it usually does.						
13	When I get stuck, I'm inclined to improvise solutions.						
14	I get frustrated when I can't get a grip on something.						
15	I prefer work that is similar and in my comfort zone.						
16	I can handle anything that comes along.						
17	Once I've made up my mind, I don't easily change it.						
18	I push myself to the max.						
19	My tendency is to focus on what can go wrong.						
20	When people need solutions to problems, they call on me.						
21	When an issue is unclear, my impulse is to clarify it right away.						
22	It pays to stay with the tried and true.						
23	I focus on my strengths, not my weaknesses.						

Statement		1	2	3	4	5	6
24	I find it hard to give up on something even if it's not working out.						
25	I'm restless and full of energy.						
26	Things rarely work out the way you want them to.						
27	My strength is to find ways around obstacles.						
28	I can't stand to leave things unfinished.						
29	I prefer the main highway to the backroad.						
30	My faith in my abilities is unshakable.						
31	'When in Rome, do as the Romans do' (i.e., go with the flow).						
32	I'm a vigorous and passionate person.						
33	I'm more likely to see problems than opportunities.						
34	I look in unusual places to find solutions.						
35	I don't perform well when there are vague expectations and goals.						

Note: This questionnaire is designed for self-reflection and personal development only. It is not intended to measure performance or capability when faced with change.



Seven Traits of Change Readiness

Resourcefulness

Resourceful people are effective at making the most of any situation and utilising 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 of solving old problems. When people low in resourcefulness encounter obstacles, they get stuck, dig in their heels, and go back to the old way. Very high scorers (over 26) might overlook obvious solutions and create more work than is necessary.

Optimism

Is the glass half empty or half full? Optimism is highly correlated with change readiness since the pessimist observes only problems and obstacles while the optimist recognises opportunities and possibilities. Optimists tend to be more enthusiastic and positive about change. Their positive outlook is founded on an abiding faith in the future and the belief that things usually work out for the best. Very high optimism scorers (over 26) may lack critical thinking skills.

Adventurousness

Two ingredients capture the adventurous spirit: the inclination to take risks and the desire to pursue the unknown or to walk the path less taken. Adventurous people love a challenge. Since change always involves both risk and the unknown, they usually perform well during organisational shake-ups. They are the 'pro-actors,' the employees who initiate and create change. But very high scores (over 26) may indicate a tendency towards recklessness.

Passion / Drive

Passion is the fuel that maximises all the other traits. If you have passion, nothing appears impossible. If you don't have passion, change is exhausting. Passion is the individual's level of personal dynamism. It shows up in a person's level of intensity and determination. To make a new procedure work, to overcome the myriad of problems that any plan for change unwittingly produces, you've got to have passion and enthusiasm. Very high scores (over 26), however, may mean you're bull-headed, obsessed, and heading for burnout.

Adaptability

Adaptability includes two elements: flexibility and resilience. Flexible people have goals and dreams like everyone else, but they're not overly invested in them. When something doesn't work out, they'll say 'Plan A doesn't work, so let's go to Plan B.' Resilience is the capacity to rebound from adversity quickly with minimal trauma. Failure does not throw adaptable people. They don't dwell on mistakes and get depressed; they bounce back quickly and move on. High scorers on this trait are not wedded to specific outcomes. If the situation changes, their expectations shift right along with it. Scoring too high (over 26) in this trait indicates a lack of commitment or 'stick-to-it-ness.'

Confidence

If optimism is the view that a situation will work out, confidence is the belief in your own ability to handle it. There is situational confidence—'I know I can swim across this channel / learn this program / write this report'—and self-confidence—'I can handle whatever comes down the pike.' Self-confidence is the kind of confidence the change readiness scale measures. High scorers are generally individuals with a strong sense of self-esteem, but more specifically, they believe they can make any situation work for them. Scorers above 26 may indicate an arrogant, know-it-all attitude and a lack of receptivity to feedback.

Tolerance for Ambiguity

The one certainty surrounding change is that it spawns uncertainty. No matter how carefully you plan it, there is always an element of indefiniteness or ambiguity. Without a healthy tolerance for ambiguity, change is not only uncomfortable—it's downright scary. But too much tolerance can also get you in trouble; you may have difficulty finishing tasks and making decisions. If you scored over 26, you fall in this category.