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**A “Change” Quiz**

The world we live in now is filled with continuous and complex change.  Are you aware of executives or staff who struggle with change today? How do you help them?  How do you manage in these times of continuous and complex change?

With this in mind, here are a few statements that might provoke your thinking about change.  These come from Bill Pasmore’s lastest book, *Leading Continuous Change* (Berrett Kohler, 2015).

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| Read each statement and rate it on a 1-5 scale with 1 being **strongly disagree** to 5 as **strongly agree**.  Then total your score: |

1.     Change efforts fail between 50 and 75 % of the time. \_\_\_\_\_

2.      The pace of change is accelerating exponentially. \_\_\_\_\_

3.      You can’t reach your goals if you change just one thing at a time. \_\_\_\_\_

4.      More organizational failures occur from avoiding change than trying and failing to change. \_\_\_\_\_

5.      Complex change cannot be made using a “tried-and-true” linear or approach. \_\_\_\_\_

Your TOTAL = \_\_\_\_\_

Using score, here’s a gauge of your readiness for change in today’s world:

21-25 = You understand the implications of complex, continuous change; how are you managing it?

16-20 = You may have seen glimpses of complex, continuous change; what are you doing about it?

11-15 = You may need to dig deeper in analyzing your organization’s performance and the environment in which you’re working; how will you gain this new knowledge?

6-10 = You need to read more about this topic and assess both your own readiness for change as well as that of your organization; what is your next step?

0-5 = You and your organization are in a danger zone!  How can you get out of this zone?

**Your thoughts/notes:**