

Manager's Change Readiness Survey

Rate YOURSELF as a manager & your unit/department on each item listed below:

	No !	Somewhat True	Yes !
LEADERSHIP			
	1	2	3
I have a clear vision of where the entire organization is headed			
I have sufficient authority to undertake the changes my group needs to take.			
I have a real sense of urgency about changes we need to make - they are a priority for me and for our team.			
The future of our organization and team needs to look different from the present.			
My employees have a solid understanding of our organizational goals.			
In our unit continuous improvement is standard operating procedure.			
The last couple of change initiatives I've led have been successful.			
The last couple of change initiatives my boss has led have been successful.			
ORGANIZATIONAL STRUCTURE & SYSTEMS			
	1	2	3
The organization is pretty flexible - we adapt to changes rather well.			
Reorganizations are rather rare here and well-received when we do them.			
Managers are rewarded for being innovative, taking risks, and looking for new solutions to problems.			
My team gets rewarded based on the results we achieve together.			
Our reward system encourages change rather than maintaining the status-quo.			
We encourage risk-taking and mean it.			
Our team has a positive attitude - we can do it!			
Our administrative and support systems are easily adapted to changing needs.			
We make good decisions easily, quickly, and at the appropriate level.			
PROCESSES/FUNCTIONS/BENCHMARKING/INNOVATION			
	1	2	3
We regularly use appropriate metrics/measurements to track our progress.			
We don't have political infighting or turf battles with other units			
We regularly benchmark our performance against the competition.			
Compensation and reward systems are linked to our metrics/measurements.			
We regularly experiment and new ideas are easily implemented.			
Employees work across internal boundaries without much difficulty.			
COMMUNICATION/CUSTOMER FOCUS/MORALE			
	1	2	3
Communication is two-way and across units and levels throughout the org.			
Information flows pretty easily and is well understood by most employees.			
We all know who are customers are and what they want.			
I focus a lot of attention and effort on satisfying our customers.			
People have a strong team spirit and are willing to pitch in and help each other.			
People take individual responsibility for their piece of the action.			
Morale is pretty good; people seem to like working here.			

