

SH-SS Change Management Course – Navigating the Challenges of Change

Resistance Assessment Survey

Below is a list of potential areas for resistance that you might experience in the implementation of this project. For each area indicate the degree to which you agree or disagree using the following rating scale:

1 - (Strongly Disagree) 2 - (Disagree) 3 - (Neutral, neither agree nor disagree) 4 - (Agree) 5 - (Strongly Agree)

Areas of Resistance	Description	Rating
Lack of understanding of the purpose and drivers for change.	<ul style="list-style-type: none"> Do you feel you lack awareness as to the purpose / impetus for change? 	
Feeling of losing control.	<ul style="list-style-type: none"> Do you feel you lack the support you need to get involved in the change? 	
Lack of support at various levels of the organization.	<ul style="list-style-type: none"> Do key people or groups in your area feel resistance to the change? 	
Feeling unsure about my job security or personal career goals.	<ul style="list-style-type: none"> Do you feel the change will result in greater emotional and/or career costs relative to what you may gain? 	
Concerns over a lack of skills and knowledge.	<ul style="list-style-type: none"> Do you feel you possess the skills and abilities to move from transition into future state? 	
High level of impact on daily work patterns.	<ul style="list-style-type: none"> Do you feel uneasy about the level of impact the change may have on your day-to-day work? 	
Lack of time to absorb the changes.	<ul style="list-style-type: none"> Do you feel you have enough time to assimilate to the change and its impacts? 	
Adverse changes to key working relationships.	<ul style="list-style-type: none"> Do you think the changes will adversely affect your working relationships and/or how you collaborate? 	
High level of change fatigue.	<ul style="list-style-type: none"> Do you feel a lack of trust in the change process due to historical experiences around change? 	
Limited flexibility for errors.	<ul style="list-style-type: none"> Do you feel worried about the organization's flexibility around making mistakes while learning? 	

Understanding your Results

The higher your rating is in an area of resistance, the more resistant you are to that particular area. Anything above a 3 will be a barrier to address.