



Change Management

What stage of change are you at?

This Self Check is designed to help you assess where you are on the change curve. For details of this, see the Top Tip on Change Management, and use it to see how far you still have to go and how you may help yourself to get there.

To complete this, consider a change you are going through at work or at home. Tick the box on the line against each statement that you believe applies to you at the moment.

I just don't want to talk about it at the minute	<input type="checkbox"/>			
At last I feel in control of my own life again				<input type="checkbox"/>
I can see how to get this sorted out			<input type="checkbox"/>	
I will wait and see what happens	<input type="checkbox"/>			
I don't feel there's anything I can do to affect it		<input type="checkbox"/>		
I've got an idea where we could go from here			<input type="checkbox"/>	
I am getting on with the routine of work	<input type="checkbox"/>			
I think I may be able to help others with this			<input type="checkbox"/>	
I'm waiting for someone to make their mind up		<input type="checkbox"/>		
I don't feel as stressed as I did before				<input type="checkbox"/>
I'm too busy with the detail to look at the big picture	<input type="checkbox"/>			
I'm looking forward to changing the way I work			<input type="checkbox"/>	
I'm angry at the way this is being handled		<input type="checkbox"/>		
I've got my brain in gear again				<input type="checkbox"/>
I don't feel that the decisions made apply to me		<input type="checkbox"/>		
I see it as a bit of a risk but one I'll take			<input type="checkbox"/>	
I can see a way of making this better				<input type="checkbox"/>
I don't really care what they decide to do		<input type="checkbox"/>		
It's not my fault, someone else is responsible for this	<input type="checkbox"/>			
I know where to go from here				<input type="checkbox"/>
I can see it all going downhill from here		<input type="checkbox"/>		
It sounds like a good plan to me			<input type="checkbox"/>	
I don't think all the facts have been considered	<input type="checkbox"/>			
I think the decisions being made are ridiculous		<input type="checkbox"/>		
I can get some results at last				<input type="checkbox"/>
I'm not making long-term plans at the moment	<input type="checkbox"/>			
I've got so much to on my mind I can't think straight			<input type="checkbox"/>	
I know what to do and how to do it				<input type="checkbox"/>

Now add up the number of ticks you have marked in each column

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Denial	Resistance	Exploration	Commitment

Scoring

In the total boxes above, the four columns represent the stages people go through when experiencing change, in this order:

1. Denial
2. Resistance
3. Exploration
4. Commitment

As implied by the names, each stage is somewhat different from the others. The actual scores are not particularly important, what matters is the relationship between them:

- You may have one stage scoring significantly higher than the others, which is likely to be the stage of change you have reached.
- If you have two or three fairly even and one or two a lot less, you may be moving back and forth between stages – this is normal and often the result of new information or actions coming to light.
- However, if your score is not significantly greater for any one stage than the others, don't worry about this – it is not unusual to be in a state where you're not quite sure what you feel or think.

For further information on this, see the Top Tip on Change Management.

Further development

Consider the following questions and note your thoughts. There are no right or wrong answers, this is to give you food for thought.

- Which stage of change does the questionnaire indicate you may be at?
- How does this match your own thoughts on this?
- Which stages remain for you to go through?
- What are the implications of this for the change you need to go through?
- Who could you talk to about this if you feel you need to?

For related topics see Top Tips:

- **Change Management**
- **Stress Management**