

Change Agent Assessment

An Excellent Agent:

- ___1. Seeks to gain clarity about goals of change.
- ___2. Provides ongoing education to the boss about what is happening with the change.
- ___3. Points out behaviors by boss or organization that may hurt the ability to reach the goals of the change by suggesting possible consequences of those behaviors.
- ___4. Is aware of the issues involved and strives to learn about the current state right here, right now.
- ___5. Is clear about the support s/he needs from the Sponsor and willing to ask for what s/he wants/needs to be successful.
- ___6. Seeks clarity about the importance of the change with the Sponsor and strives to work within those expectations, requirements, and emotional boundaries.
- ___7. Identifies and raises behaviors that are outside of perceived importance of change, such as cancelling a critical follow-up meeting that necessary for successful implementation.
- ___8. Encourages Targets to share their ideas, issues or concerns.
- ___9. Views resistance as systemic and invites the Sustaining Sponsor as well as the Targets to work systems issues.
- ___10. Is clear that s/he is not the boss.

Rate each of the above questions on a scale of 1-10, 10 being high and 1 being low.
