



## CHANGE READINESS ASSESSMENT

Company X

Month, Year



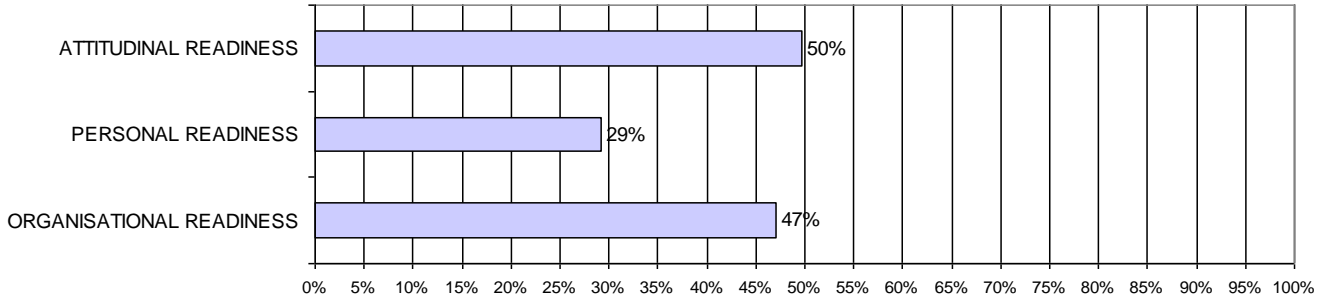
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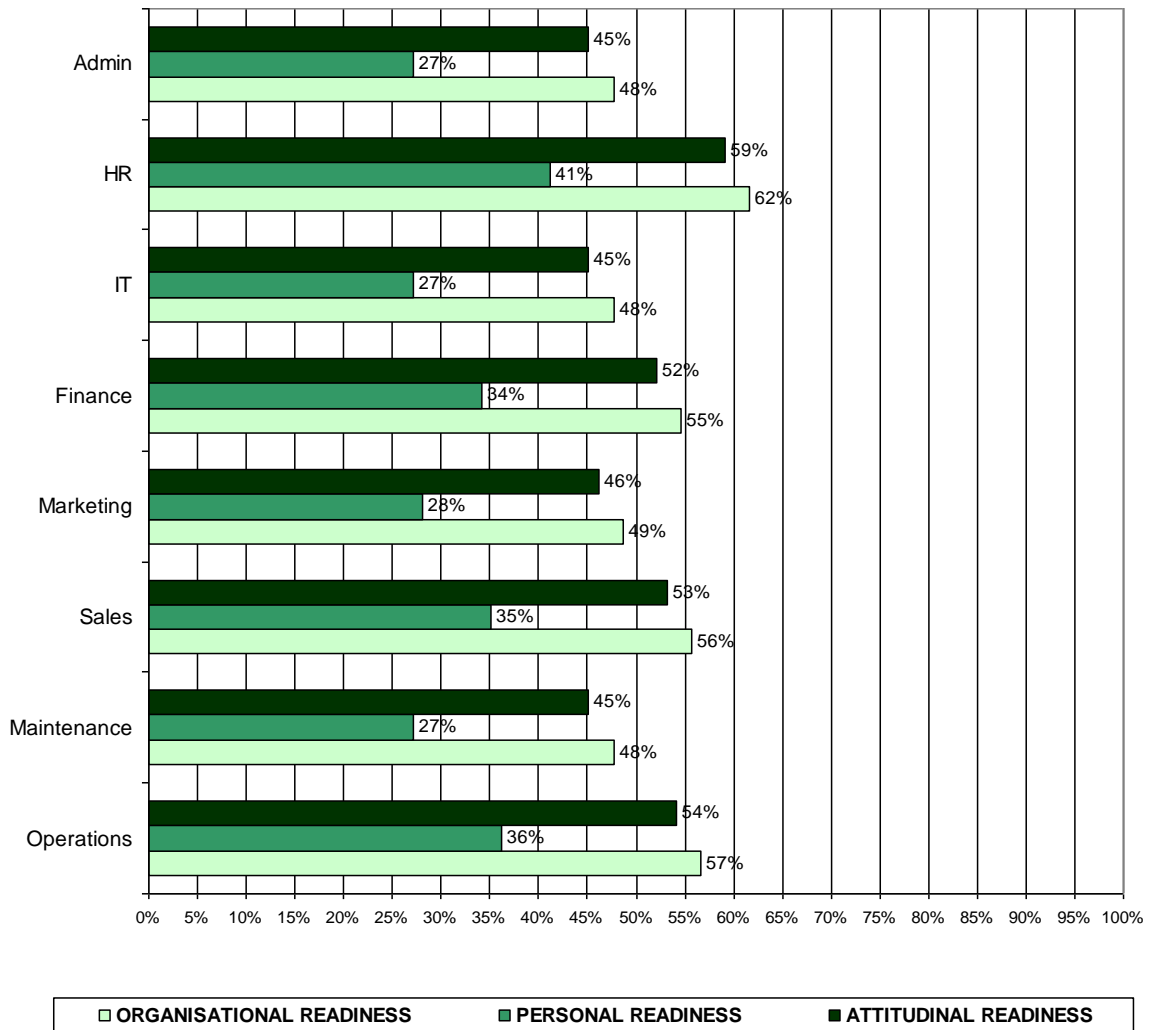


# EXECUTIVE SUMMARY

## Overall Factor Scores

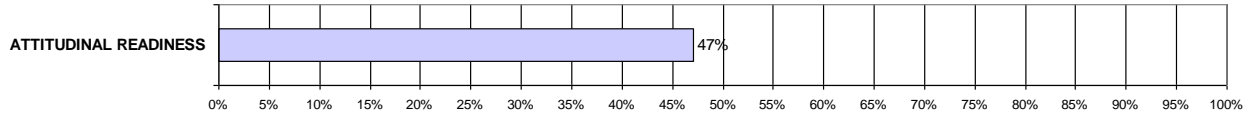


## Departmental Summary

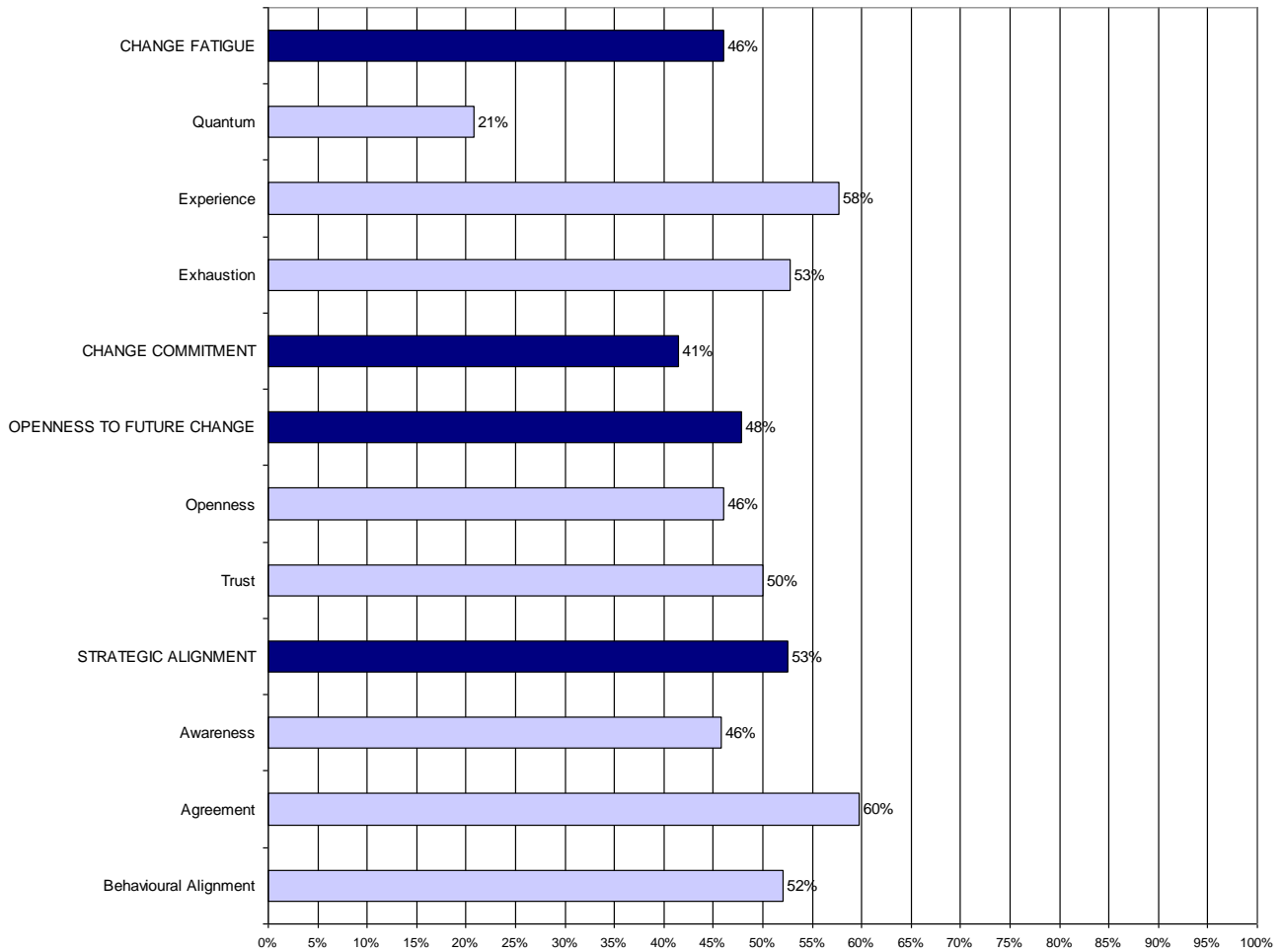


# ATTITUDINAL READINESS- SUMMARY RESULTS

## Overall Attitudinal Readiness

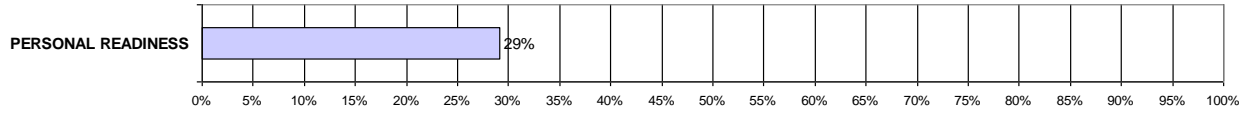


## Sub-Factor Results

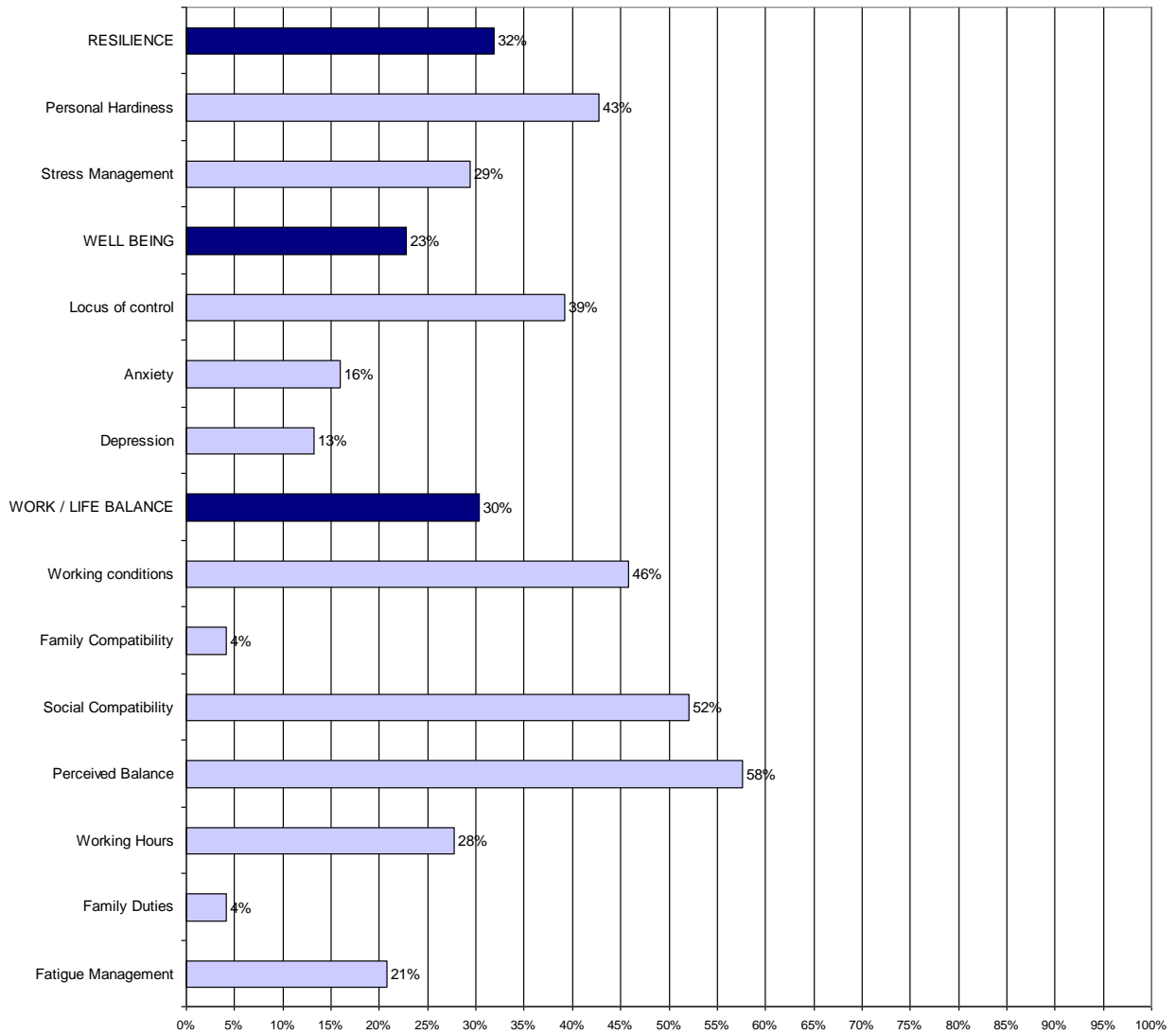


# PERSONAL READINESS– SUMMARY RESULTS

## Overall Personal Readiness

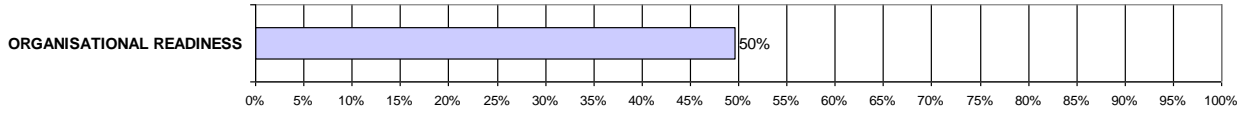


## Sub-Factor Results

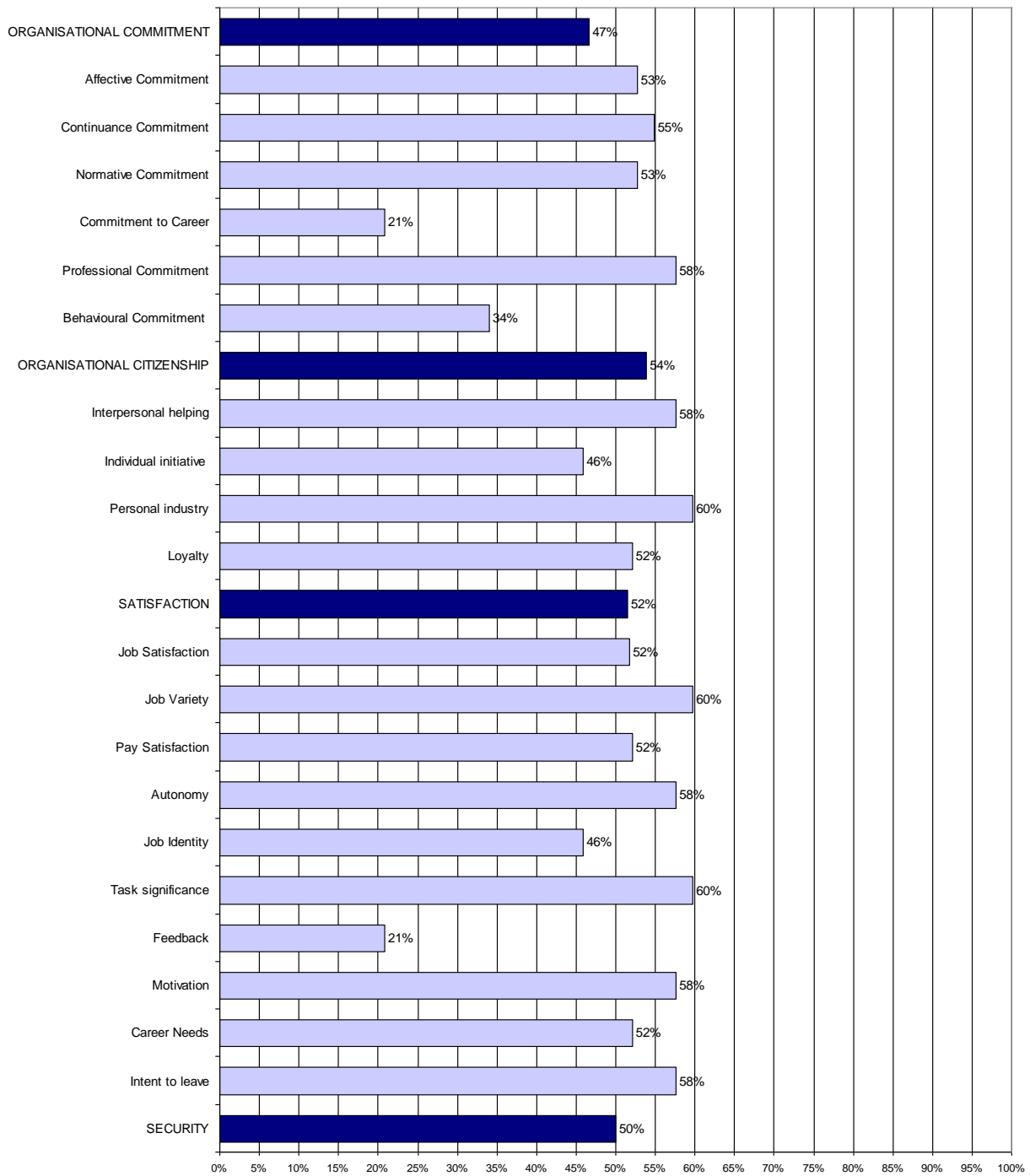


# ORGANISATIONAL READINESS– SUMMARY RESULTS

## Overall Organisational Readiness



## Sub-Factor Results



## DEPARTMENTAL BREAKDOWN

	Operations	Maintenance	Sales	Marketing	Finance	IT	HR	Admin
<b>ATTITUDINAL READINESS</b>	<b>54%</b>	<b>45%</b>	<b>53%</b>	<b>46%</b>	<b>52%</b>	<b>45%</b>	<b>59%</b>	<b>45%</b>
<b>CHANGE FATIGUE</b>	<b>53%</b>	<b>44%</b>	<b>52%</b>	<b>45%</b>	<b>51%</b>	<b>44%</b>	<b>58%</b>	<b>44%</b>
Quantum	28%	19%	27%	20%	26%	19%	33%	19%
Experience	65%	56%	64%	57%	63%	56%	70%	56%
Exhaustion	60%	51%	59%	52%	58%	51%	65%	51%
<b>CHANGE COMMITMENT</b>	<b>48%</b>	<b>39%</b>	<b>47%</b>	<b>40%</b>	<b>46%</b>	<b>39%</b>	<b>53%</b>	<b>39%</b>
<b>OPENNESS TO FUTURE CHANGE</b>	<b>55%</b>	<b>46%</b>	<b>54%</b>	<b>47%</b>	<b>53%</b>	<b>46%</b>	<b>60%</b>	<b>46%</b>
Openness	53%	44%	52%	45%	51%	44%	58%	44%
Trust	57%	48%	56%	49%	55%	48%	62%	48%
<b>STRATEGIC ALIGNMENT</b>	<b>60%</b>	<b>51%</b>	<b>59%</b>	<b>52%</b>	<b>58%</b>	<b>51%</b>	<b>65%</b>	<b>51%</b>
Awareness	53%	44%	52%	45%	51%	44%	58%	44%
Agreement	67%	58%	66%	59%	65%	58%	72%	58%
Behavioural Alignment	59%	50%	58%	51%	57%	50%	64%	50%
<b>PERSONAL READINESS</b>	<b>36%</b>	<b>27%</b>	<b>35%</b>	<b>28%</b>	<b>34%</b>	<b>27%</b>	<b>41%</b>	<b>27%</b>
<b>RESILIENCE</b>	<b>39%</b>	<b>30%</b>	<b>38%</b>	<b>31%</b>	<b>37%</b>	<b>30%</b>	<b>44%</b>	<b>30%</b>
Personal Hardiness	50%	41%	49%	42%	48%	41%	55%	41%
Stress Management	36%	27%	35%	28%	34%	27%	41%	27%
<b>WELL BEING</b>	<b>30%</b>	<b>21%</b>	<b>29%</b>	<b>22%</b>	<b>28%</b>	<b>21%</b>	<b>35%</b>	<b>21%</b>
Locus of control	46%	37%	45%	38%	44%	37%	51%	37%
Anxiety	23%	14%	22%	15%	21%	14%	28%	14%
Depression	20%	11%	19%	12%	18%	11%	25%	11%
<b>WORK / LIFE BALANCE</b>	<b>37%</b>	<b>28%</b>	<b>36%</b>	<b>29%</b>	<b>35%</b>	<b>28%</b>	<b>42%</b>	<b>28%</b>
Working conditions	53%	44%	52%	45%	51%	44%	58%	44%
Family Compatibility	11%	2%	10%	3%	9%	2%	16%	2%
Social Compatibility	59%	50%	58%	51%	57%	50%	64%	50%
Perceived Balance	65%	56%	64%	57%	63%	56%	70%	56%
Working Hours	35%	26%	34%	27%	33%	26%	40%	26%
Family Duties	11%	2%	10%	3%	9%	2%	16%	2%
Fatigue Management	28%	19%	27%	20%	26%	19%	33%	19%
<b>ORGANISATIONAL READINESS</b>	<b>57%</b>	<b>48%</b>	<b>56%</b>	<b>49%</b>	<b>55%</b>	<b>48%</b>	<b>62%</b>	<b>48%</b>
<b>ORGANISATIONAL COMMITMENT</b>	<b>54%</b>	<b>45%</b>	<b>53%</b>	<b>46%</b>	<b>52%</b>	<b>45%</b>	<b>59%</b>	<b>45%</b>
Affective Commitment	60%	51%	59%	52%	58%	51%	65%	51%
Continuance Commitment	62%	53%	61%	54%	60%	53%	67%	53%
Normative Commitment	60%	51%	59%	52%	58%	51%	65%	51%
Commitment to Career	28%	19%	27%	20%	26%	19%	33%	19%
Professional Commitment	65%	56%	64%	57%	63%	56%	70%	56%
Behavioural Commitment	41%	32%	40%	33%	39%	32%	46%	32%
<b>ORGANISATIONAL CITIZENSHIP</b>	<b>61%</b>	<b>52%</b>	<b>60%</b>	<b>53%</b>	<b>59%</b>	<b>52%</b>	<b>66%</b>	<b>52%</b>
Interpersonal helping	65%	56%	64%	57%	63%	56%	70%	56%
Individual initiative	53%	44%	52%	45%	51%	44%	58%	44%
Personal industry	67%	58%	66%	59%	65%	58%	72%	58%
Loyalty	59%	50%	58%	51%	57%	50%	64%	50%
<b>SATISFACTION</b>	<b>59%</b>	<b>50%</b>	<b>58%</b>	<b>51%</b>	<b>57%</b>	<b>50%</b>	<b>64%</b>	<b>50%</b>
Job Satisfaction	59%	50%	58%	51%	57%	50%	64%	50%
Job Variety	67%	58%	66%	59%	65%	58%	72%	58%
Pay Satisfaction	59%	50%	58%	51%	57%	50%	64%	50%
Autonomy	65%	56%	64%	57%	63%	56%	70%	56%
Job Identity	53%	44%	52%	45%	51%	44%	58%	44%
Task significance	67%	58%	66%	59%	65%	58%	72%	58%
Feedback	28%	19%	27%	20%	26%	19%	33%	19%
Motivation	65%	56%	64%	57%	63%	56%	70%	56%
Career Needs	59%	50%	58%	51%	57%	50%	64%	50%
Intent to leave	65%	56%	64%	57%	63%	56%	70%	56%
<b>SECURITY</b>	<b>57%</b>	<b>48%</b>	<b>56%</b>	<b>49%</b>	<b>55%</b>	<b>48%</b>	<b>62%</b>	<b>48%</b>



# DEMOGRAPHIC BREAKDOWN

	Gender		Length of Service					Age				
	Male	Female	4-6 Months	1 year	2 years	3 - 5 years	> 5 years	< 25 years	25 - 34 years	35 - 44 years	45 - 54 years	55 years or older
<b>ATTITUDINAL READINESS</b>	<b>54%</b>	<b>45%</b>	<b>53%</b>	<b>46%</b>	<b>52%</b>	<b>45%</b>	<b>59%</b>	<b>53%</b>	<b>46%</b>	<b>52%</b>	<b>45%</b>	<b>59%</b>
<b>CHANGE FATIGUE</b>	<b>53%</b>	<b>44%</b>	<b>52%</b>	<b>45%</b>	<b>51%</b>	<b>44%</b>	<b>58%</b>	<b>52%</b>	<b>45%</b>	<b>51%</b>	<b>44%</b>	<b>58%</b>
Quantum	28%	19%	27%	20%	26%	19%	33%	27%	20%	26%	19%	33%
Experience	65%	56%	64%	57%	63%	56%	70%	64%	57%	63%	56%	70%
Exhaustion	60%	51%	59%	52%	58%	51%	65%	59%	52%	58%	51%	65%
<b>CHANGE COMMITMENT</b>	<b>48%</b>	<b>39%</b>	<b>47%</b>	<b>40%</b>	<b>46%</b>	<b>39%</b>	<b>53%</b>	<b>47%</b>	<b>40%</b>	<b>46%</b>	<b>39%</b>	<b>53%</b>
<b>OPENNESS TO FUTURE CHANGE</b>	<b>55%</b>	<b>46%</b>	<b>54%</b>	<b>47%</b>	<b>53%</b>	<b>46%</b>	<b>60%</b>	<b>54%</b>	<b>47%</b>	<b>53%</b>	<b>46%</b>	<b>60%</b>
Openness	53%	44%	52%	45%	51%	44%	58%	52%	45%	51%	44%	58%
Trust	57%	48%	56%	49%	55%	48%	62%	56%	49%	55%	48%	62%
<b>STRATEGIC ALIGNMENT</b>	<b>60%</b>	<b>51%</b>	<b>59%</b>	<b>52%</b>	<b>58%</b>	<b>51%</b>	<b>65%</b>	<b>59%</b>	<b>52%</b>	<b>58%</b>	<b>51%</b>	<b>65%</b>
Awareness	53%	44%	52%	45%	51%	44%	58%	52%	45%	51%	44%	58%
Agreement	67%	58%	66%	59%	65%	58%	72%	66%	59%	65%	58%	72%
Behavioural Alignment	59%	50%	58%	51%	57%	50%	64%	58%	51%	57%	50%	64%
<b>PERSONAL READINESS</b>	<b>36%</b>	<b>27%</b>	<b>35%</b>	<b>28%</b>	<b>34%</b>	<b>27%</b>	<b>41%</b>	<b>35%</b>	<b>28%</b>	<b>34%</b>	<b>27%</b>	<b>41%</b>
<b>RESILIENCE</b>	<b>39%</b>	<b>30%</b>	<b>38%</b>	<b>31%</b>	<b>37%</b>	<b>30%</b>	<b>44%</b>	<b>38%</b>	<b>31%</b>	<b>37%</b>	<b>30%</b>	<b>44%</b>
Personal Hardiness	50%	41%	49%	42%	48%	41%	55%	49%	42%	48%	41%	55%
Stress Management	36%	27%	35%	28%	34%	27%	41%	35%	28%	34%	27%	41%
<b>WELL BEING</b>	<b>30%</b>	<b>21%</b>	<b>29%</b>	<b>22%</b>	<b>28%</b>	<b>21%</b>	<b>35%</b>	<b>29%</b>	<b>22%</b>	<b>28%</b>	<b>21%</b>	<b>35%</b>
Locus of control	46%	37%	45%	38%	44%	37%	51%	45%	38%	44%	37%	51%
Anxiety	23%	14%	22%	15%	21%	14%	28%	22%	15%	21%	14%	28%
Depression	20%	11%	19%	12%	18%	11%	25%	19%	12%	18%	11%	25%
<b>WORK / LIFE BALANCE</b>	<b>37%</b>	<b>28%</b>	<b>36%</b>	<b>29%</b>	<b>35%</b>	<b>28%</b>	<b>42%</b>	<b>36%</b>	<b>29%</b>	<b>35%</b>	<b>28%</b>	<b>42%</b>
Working conditions	53%	44%	52%	45%	51%	44%	58%	52%	45%	51%	44%	58%
Family Compatibility	11%	2%	10%	3%	9%	2%	16%	10%	3%	9%	2%	16%
Social Compatibility	59%	50%	58%	51%	57%	50%	64%	58%	51%	57%	50%	64%
Perceived Balance	65%	56%	64%	57%	63%	56%	70%	64%	57%	63%	56%	70%
Working Hours	35%	26%	34%	27%	33%	26%	40%	34%	27%	33%	26%	40%
Family Duties	11%	2%	10%	3%	9%	2%	16%	10%	3%	9%	2%	16%
Fatigue Management	28%	19%	27%	20%	26%	19%	33%	27%	20%	26%	19%	33%
<b>ORGANISATIONAL READINESS</b>	<b>57%</b>	<b>48%</b>	<b>56%</b>	<b>49%</b>	<b>55%</b>	<b>48%</b>	<b>62%</b>	<b>56%</b>	<b>49%</b>	<b>55%</b>	<b>48%</b>	<b>62%</b>
<b>ORGANISATIONAL COMMITMENT</b>	<b>54%</b>	<b>45%</b>	<b>53%</b>	<b>46%</b>	<b>52%</b>	<b>45%</b>	<b>59%</b>	<b>53%</b>	<b>46%</b>	<b>52%</b>	<b>45%</b>	<b>59%</b>
Affective Commitment	60%	51%	59%	52%	58%	51%	65%	59%	52%	58%	51%	65%
Continuance Commitment	62%	53%	61%	54%	60%	53%	67%	61%	54%	60%	53%	67%
Normative Commitment	60%	51%	59%	52%	58%	51%	65%	59%	52%	58%	51%	65%
Commitment to Career	28%	19%	27%	20%	26%	19%	33%	27%	20%	26%	19%	33%
Professional Commitment	65%	56%	64%	57%	63%	56%	70%	64%	57%	63%	56%	70%
Behavioural Commitment	41%	32%	40%	33%	39%	32%	46%	40%	33%	39%	32%	46%
<b>ORGANISATIONAL CITIZENSHIP</b>	<b>61%</b>	<b>52%</b>	<b>60%</b>	<b>53%</b>	<b>59%</b>	<b>52%</b>	<b>66%</b>	<b>60%</b>	<b>53%</b>	<b>59%</b>	<b>52%</b>	<b>66%</b>
Interpersonal helping	65%	56%	64%	57%	63%	56%	70%	64%	57%	63%	56%	70%
Individual initiative	53%	44%	52%	45%	51%	44%	58%	52%	45%	51%	44%	58%
Personal industry	67%	58%	66%	59%	65%	58%	72%	66%	59%	65%	58%	72%
Loyalty	59%	50%	58%	51%	57%	50%	64%	58%	51%	57%	50%	64%
<b>SATISFACTION</b>	<b>59%</b>	<b>50%</b>	<b>58%</b>	<b>51%</b>	<b>57%</b>	<b>50%</b>	<b>64%</b>	<b>58%</b>	<b>51%</b>	<b>57%</b>	<b>50%</b>	<b>64%</b>
Job Satisfaction	59%	50%	58%	51%	57%	50%	64%	58%	51%	57%	50%	64%
Job Variety	67%	58%	66%	59%	65%	58%	72%	66%	59%	65%	58%	72%
Pay Satisfaction	59%	50%	58%	51%	57%	50%	64%	58%	51%	57%	50%	64%
Autonomy	65%	56%	64%	57%	63%	56%	70%	64%	57%	63%	56%	70%
Job Identity	53%	44%	52%	45%	51%	44%	58%	52%	45%	51%	44%	58%
Task significance	67%	58%	66%	59%	65%	58%	72%	66%	59%	65%	58%	72%
Feedback	28%	19%	27%	20%	26%	19%	33%	27%	20%	26%	19%	33%
Motivation	65%	56%	64%	57%	63%	56%	70%	64%	57%	63%	56%	70%
Career Needs	59%	50%	58%	51%	57%	50%	64%	58%	51%	57%	50%	64%
Intent to leave	65%	56%	64%	57%	63%	56%	70%	64%	57%	63%	56%	70%
<b>SECURITY</b>	<b>57%</b>	<b>48%</b>	<b>56%</b>	<b>49%</b>	<b>55%</b>	<b>48%</b>	<b>62%</b>	<b>56%</b>	<b>49%</b>	<b>55%</b>	<b>48%</b>	<b>62%</b>





# APPENDIX A: ITEM RESPONSE BREAKDOWN

# ITEM	Reverse Scoring	Strongly Agree	Agree	Unsure	Disagree	Strongly Disagree	Total	Percentage Favourable	External Benchmark
1 Things have changed a lot during my time at this organisation	Reverse	30	15	2	20	5	72	35%	22%
2 Previous changes within this organisation have been successful		27	29	10	4	2	72	78%	34%
3 Things have changed too frequently at this organisation		19	28	3	4	18	72	65%	34%
4 I would like the organisation to stop changing, even if its just for a little while		30	26	12	2	2	72	78%	45%
5 I tend to resist the changes that occur within this organisation	Reverse	30	15	2	20	5	72	35%	65%
6 I always cooperate with the changes that occur within this organisation		27	29	10	4	2	72	78%	76%
7 I am willing to make sacrifices to support changes within this organisation		19	28	3	4	18	72	65%	87%
8 I am willing to accept future changes within this organisation		30	26	12	2	2	72	78%	23%
9 Tried and tested methods are almost always best	Reverse	30	15	2	20	5	72	35%	75%
10 I usually feel motivated during periods of change		27	29	10	4	2	72	78%	44%
11 I am excited about the possibility of this organisation changing for the better		19	28	3	4	18	72	65%	88%
12 I trust my colleagues to deliver against their commitments		30	26	12	2	2	72	78%	87%
13 I can count on management to do what they say they will		30	15	2	20	5	72	63%	98%
14 I have faith in the direction that this organisation is going		27	29	10	4	2	72	78%	87%
15 I am aware of the direction this company is heading		19	28	3	4	18	72	65%	6%
16 I agree with the company's current strategy		30	26	12	2	2	72	78%	43%
17 I do my best to help the company achieve its goals		30	15	2	20	5	72	63%	23%
18 I can normally handle any changes that occur		27	29	10	4	2	72	78%	22%
19 I struggle to adapt quickly when unexpected change occurs	Reverse	19	28	3	4	18	72	31%	33%
20 I have had to take days off due to stress	Reverse	30	26	12	2	2	72	6%	44%
21 At times I have not been able to continue to work effectively due to stress	Reverse	30	15	2	20	5	72	35%	56%
22 I can handle the demands that my work places on me		27	29	10	4	2	72	78%	4%
23 I can handle the pressure of this job on a daily basis		19	28	3	4	18	72	65%	66%
24 Things normally run smoothly here at work		30	26	12	2	2	72	78%	87%
25 I am feeling more stressed than I would normally like to be	Reverse	30	15	2	20	5	72	35%	98%
26 The requirements of this job are overwhelming	Reverse	27	29	10	4	2	72	8%	78%
27 I feel calm and relaxed in relation to work		19	28	3	4	18	72	65%	67%
28 I feel hassled when I'm at work	Reverse	30	26	12	2	2	72	6%	56%
29 I do not believe that a will be able to perform well if things change too much in the future	Reverse	30	15	2	20	5	72	35%	55%
30 I have some control over the possible changes at this organisation		27	29	10	4	2	72	78%	66%
31 I worry about the demands of my job	Reverse	19	28	3	4	18	72	31%	77%
32 I worry about the high expectations on me	Reverse	30	26	12	2	2	72	6%	76%
33 My job does not require very much of me	Reverse	30	15	2	20	5	72	35%	76%
34 I dislike my job	Reverse	27	29	10	4	2	72	8%	23%
35 My working conditions allow for a good work/life balance		19	28	3	4	18	72	65%	12%
36 My job has detrimental impacts upon my family	Reverse	30	26	12	2	2	72	6%	54%
37 My job is compatible with the social demands that are on me		30	15	2	20	5	72	63%	54%
38 I feel as though all aspects of my life are balanced, including work, family and social aspects		27	29	10	4	2	72	78%	54%
39 The working hours within this job are impacting on me negatively	Reverse	19	28	3	4	18	72	31%	65%
40 My job prevents me fulfilling my duties at home	Reverse	30	26	12	2	2	72	6%	65%
41 I feel too tired from work to complete my tasks at home	Reverse	30	15	2	20	5	72	35%	89%
42 I am committed to this organisation		27	29	10	4	2	72	78%	9%
43 I strongly believe in what this company is trying to achieve		19	28	3	4	18	72	65%	99%
44 I have an emotional attachment to this company		30	26	12	2	2	72	78%	9%
45 The cost of leaving this organisation is high for me		30	15	2	20	5	72	63%	66%
46 If I left this organisation I don't know what I would do		27	29	10	4	2	72	78%	55%
47 I feel obliged to stay with this organisation		19	28	3	4	18	72	65%	45%
48 I would feel guilty if I were to leave this organisation		30	26	12	2	2	72	78%	3%
49 I am open to changing my career	Reverse	30	15	2	20	5	72	35%	5%
50 I am committed to staying in the same general type of job that I am currently working in (even if it is not with this organisation)		27	29	10	4	2	72	78%	7%
51 I do not take many days off work		19	28	3	4	18	72	65%	8%
52 I sometime leave work early even though my work for the day has not been completed	Reverse	30	26	12	2	2	72	6%	22%
53 I always do my work to the best of my ability when I am at work		30	15	2	20	5	72	63%	11%
54 I go out of my way to help co-workers when they need support with work-related tasks		27	29	10	4	2	72	78%	23%
55 I frequently provide useful suggestions to co-workers on how we can improve our performance		19	28	3	4	18	72	65%	45%
56 I go beyond the minimum that is required of me to ensure that all tasks are completed to a high standard		30	26	12	2	2	72	78%	47%
57 I often defend this organisation when outsiders will criticise it		30	15	2	20	5	72	63%	34%
58 I am satisfied in my current job		27	29	10	4	2	72	78%	22%
59 I generally enjoy my job		19	28	3	4	18	72	65%	33%

