

MCH Leadership Development Series
Organizational Change Self-Assessment Tool

	Seldom		Sometimes		Often		Almost Always
When I am leading or implementing change:							
I promote and model transparency of my reasoning and intentions.	1	2	3	4	5	6	7
I solicit alternative viewpoints when I advocate for change and provide opportunities for those affected to register concerns and feedback.	1	2	3	4	5	6	7
I find ways to address concerns and build commitment among team members.	1	2	3	4	5	6	7
I make a point of stepping back to consider the big picture as well as the effects of change on all parts of the system.	1	2	3	4	5	6	7
Whether I am leading or responding to change:							
I avoid making assumptions about others' motivations and intentions.	1	2	3	4	5	6	7
When I respond to organizational change:							
I reflect on my personal, emotional reactions to the change prior to formulating or sharing my response.	1	2	3	4	5	6	7
I address ineffective processes and other concerns by proposing opportunities for mutual problem solving and soliciting others' views.	1	2	3	4	5	6	7
I seek positive ways to integrate imposed changes into the passion I feel for my work.	1	2	3	4	5	6	7