

Readiness to change checklist

START HERE

Using the cultural change readiness checklist



PRIMING READINESS CHECKLIST

Cultural change is a critical and often complex undertaking for any organisation.

Recognising the readiness of different groups within the organisation to embrace and drive cultural change is an essential step in ensuring the success of these transformative efforts.

This framework is designed to help change leaders, evaluate the preparedness of various groups for actively participating in any change initiative.

By using this framework, you can gain insights into the strengths and risks around readiness of different groups, enabling you to segment your key stakeholder groups and target tailored support and action plans.



Change Readiness

Let's go on a journey...

1 **AWARENESS**
A GENERAL RECOGNITION OF THE NEED FOR CHANGE

2 **MINDSET**
AN UNDERSTANDING OF ONES' ROLE IN ANY CHANGE

3 **CAPABILITY**
CONFIDENCE, SKILLS AND TOOLS TO ACT

4 **OPPORTUNITY**
SUPPORT AND OPPORTUNITY TO ACT

Readiness Checklist

PRIMING READINESS CHECKLIST

Foster Awareness



Shift Mindset



Build Capability



Give Opportunity

Defends the status quo and believes the culture is ideal

Endorses change, but fails to align personal behaviour

Acknowledges their role in change but defers to others

Confident in change potential but frustrated by lack of support

Downplays external market shifts that demand cultural adaptation

Worry change will make things worse

Appears overwhelmed by the scale of change.

Report will and ability to change but anxiety at others' reactions

Dismisses or downplays employee concerns on the current culture

Can't see the role they play in the challenges faced

May try to take action but quickly becomes avoidant.

Suddenly passive or saying 'things will never change'

Rejects feedback or data pointing to cultural challenges or issues

Request 'quick fixes' by HR or external providers

Focus on quick wins, to the detriment of complex issues.

Advocates change, yet struggles with limited resources



INTRODUCING THE

Employee Experience Project

In a rapidly changing workforce landscape, The Employee Experience Project support business leaders to define and create the cultures and employee experiences they need to supercharge their business performance.

Our approach sets us apart – we actively instill the confidence, knowledge and capacity you need to cultivate a great culture within your organisation.



Contact us for help to codify your current culture

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