

Tool of the Month Worksheet

April 2023

The Change Ready Profile examines an individual's:

1. RESOURCEFULNESS
 - How effective one is at making the most of any situation
 - The degree with which one utilizes whatever resources that are available to develop plans and contingencies
 - The extent to which one sees more than one way to achieve a goal
 - The ability to look in less obvious places to find help and create new ways to solve old problems
2. OPTIMISM
 - Is the glass half full or half empty?
 - The degree to which one sees problems and obstacles or recognizes opportunities and possibilities
3. ADVENTUROUSNESS
 - The inclination one has to take risks
 - The desire one has to pursue the unknown and walk uncertain paths
4. DRIVE
 - One's level of personal dynamism
 - One's level of intensity and determination
5. ADAPTABILITY
 - One's flexibility in shifting expectations
 - One's resilience in the capacity to rebound from adversity quickly with minimum trauma
6. CONFIDENCE
 - Belief in one's own ability to handle a situation
7. TOLERANCE FOR AMBIGUITY
 - How adept an individual is at handling uncertainty
 - How comfortable an individual is when things are vague, in flux, or unclear

- Identify one area you would like to focus on to help develop your change readiness, i.e., adaptability, adventurousness, tolerance for ambiguity:

- Record 2-3 strategies you will use to develop your chosen area of focus:

1. _____
2. _____
3. _____

- Identify a coach, mentor, colleague, or leader/manager who is willing to serve as your accountability partner:

- _____

- What daily/weekly action can you take to implement your Change-ready strategy:

- Determine how you will measure your progress:

- Q1: _____
- Q2: _____
- Q3: _____
- Q4: _____

- Identify the tools/resources/margin/books you may need to develop your change readiness:

- _____
- _____
- _____
- _____
- _____
- _____