

Tool of the Month Worksheet

May 2023

- Review the Change Ready Profile Development & Cautions and gauge your areas for potential growth:

- 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 or weekly action can you take to implement your development or cautions strategy:

- Determine how you will measure your progress:

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

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

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

Change Ready Profile Development & Cautions

| Traits | Definition | Development (below 22) | Cautions (above 26) |
|--------------------------------|---|--|---|
| Resourcefulness | Effectiveness at making the most of any situation | Practice creativity and innovation—when is an apple not an apple? | Overlooks obvious solutions |
| Optimism | Having a positive view of the future | Finding the positive in negative scenarios, rephrase self-talk – Disney, challenge or opportunity | Lack of critical judgment |
| Adventurousness | The inclination to take risks and the desire to pursue the unknown | Practice risk taking – try something new, confront a person or situation, talk to a stranger | Too many risks, reckless |
| Drive | Personal level of passion, intensity & determination | Finding meaning and purpose in your role, create new challenges for yourself | Bull-headed, myopic, burned out |
| Adaptability | Flexibility in ease of shifting expectations and resilience to rebound quickly from adversity | Drive a different way to work, switch dominant hands, sleep on the other side of bed, change routine | Lack of commitment |
| Confidence | Belief in yourself to handle situations | Build on strengths, remember past successes, refocus attention to can-do not can't do, build on mistakes, positive framing | Brash, cocky, close-minded |
| Tolerance for Ambiguity | Ability to handle uncertainty | Document what you can and can't control, note your judgment & exaggeration | Difficulty finishing and creating closure |

Source: *Sacred Cows Make the Best Burgers* by Robert J. Kriegel PhD, David Brandt PhD