

Change Readiness Assessment: 7 Key Aspects To Evaluate



Awareness & understanding

Do people know what's changing and why it matters?



Motivation / Desire

Are employees personally invested in supporting the change?



Capability / Know-how

Do people have the skills and confidence to succeed in the new environment?



Support / Leadership

Are leaders actively modeling, supporting, and reinforcing the change?



Commitment

Is the organization ready to reinforce and sustain the change long-term?



Culture & communication

Is there trust, transparency, and room for feedback during the change?



Resources & capacity

Is there enough time, support, and system readiness to follow through?

How People Change Guide

Minjie Lin



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