COACHING EXERCISE #9
Change Stage Assessment

Self & Team Assessment: Change Stage

Check all boxes that describe the readiness to change for each of the four stages you and your team will go through.

**Stage One: Denial**

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**Stage Two: Resistance**

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Increase absenteeism, tardiness, accidents
Increase venting of "look what they did to me/ others"
Increase victim stories; grumbling
Increase interpersonal conflicts
Increase reluctance and resistance to try different methods, practices, etc.
Increase emphasis on "it was never done this way"
Stage Three: Exploration

**Self**
- Focus on future, choices and benefits
- Attempts to implement desired changes
- Search, test and experiment
- Show interest in learning new skills
- Show interest in new roles, methods and practices
- Help others implement the change
- Increase questioning of reasons for change and direction for future
- Increase creativity and renewed interest in work
- Increase involvement in problem solving and planning
- Increase energy and interpersonal communication

**Team**

Stage Four: Acceptance

**Self**
- Focus on future, desired outcomes, and performance achievement
- High commitment to future success
- High commitment to new roles, work practices and results
- High levels of performance and productivity
- Ability to successfully apply new skills
- Willingness to share new skills with others
- Willingness and ability to monitor and self-correct own performance
- Increase advocacy and acceptance of change

**Team**
☐  ☐  Ability to perform with little or no supervision

☐  ☐  Desire to celebrate success

My predominate stage(s)  

My team's predominate stage(s)  

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