

Change Readiness Gauge™

Measuring Change Agility

High Performing Store

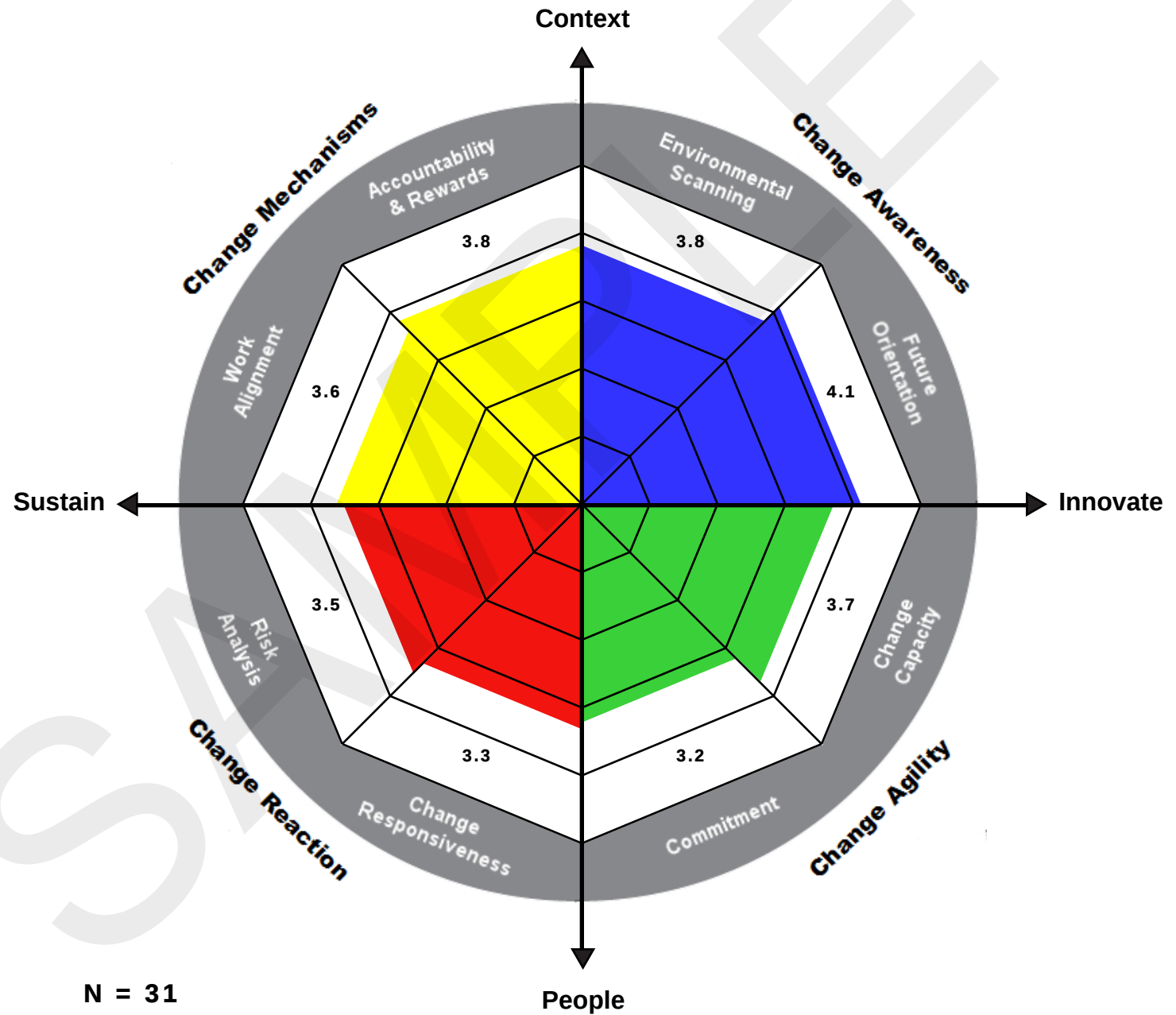


Sample Report

May 1, 2017

Assessment Scale

- 1 = Rarely True
- 2 = Occasionally True
- 3 = Often True
- 4 = Very Often True
- 5 = Always True
- N/O = Not Observed



Individual Items

High Performing Store

Assessment Scale
1 = Rarely True
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4 = Very Often True
5 = Always True
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In this organization...

Environment Scanning

	Mean Score	Range	Need More		Need Less		OK	
		1 2 3 4 5	N	%	N	%	N	%
1. (+)	3.8							
2.	3.9		3	10	1	3	27	87
3.	3.5		1	3	1	3	29	94
4. (+)	4.3		3	10	0	0	28	90
5. (+)	3.9		5	16	1	3	25	81
6.	3.5		1	3	2	6	28	90

Future Orientation

7. (+)	4.1							
8. (+)	4.4		1	3	1	3	29	94
9. (+)	4.4		1	3	0	0	30	97
10. (+)	4.1		2	6	0	0	29	94
11.	3.7		0	0	0	0	31	100
12.	3.9		1	3	0	0	30	97

Change Capacity

13. (+)	3.7							
14.	3.9		2	6	0	0	29	94
15.	3.9		3	10	0	0	28	90
16.	3.6		2	6	0	0	29	94
17. (-)	3.4		7	23	0	0	24	77
18.	3.6		4	13	0	0	27	87

Commitment

19. (-)	3.2							
20. (-)	3.0		5	16	0	0	26	84
21.	3.5		5	16	0	0	26	84
22. (-)	3.1		5	16	0	0	26	84
23. (-)	3.2		4	13	0	0	27	87
24. (-)	3.3		5	16	0	0	26	84

(+) Ten highest scoring

(-) Ten lowest scoring

Individual Items

High Performing Store

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In this organization...

Change Responsiveness

	Mean Score	Range	Need More		Need Less		OK	
		1 2 3 4 5	N	%	N	%	N	%
21. (-)	3.1	=====	6	19	0	0	25	81
22.	3.5	=====	4	13	0	0	27	87
23. (-)	3.3	=====	6	19	0	0	25	81
24. (-)	3.4	=====	3	10	0	0	28	90
25.	3.4	=====	5	16	0	0	26	84

Risk Analysis

26. (-)	3.3	=====	2	6	0	0	29	94
27.	3.7	=====	2	6	0	0	29	94
28.	3.5	=====	6	19	0	0	25	81
29.	3.4	=====	5	16	0	0	26	84
30.	3.5	=====	6	19	0	0	25	81

Work Alignment

31.	3.5	=====	4	13	0	0	27	87
32.	3.8	=====	1	3	0	0	30	97
33.	3.5	=====	1	3	0	0	30	97
34.	3.5	=====	3	10	0	0	28	90
35.	3.5	=====	3	10	0	0	28	90

Accountability & Rewards

36.	3.7	=====	4	13	0	0	27	87
37. (+)	4.0	=====	1	3	0	0	30	97
38. (+)	4.0	=====	5	16	0	0	26	84
39. (-)	3.0	=====	5	16	0	0	26	84
40. (+)	4.1	=====	2	6	0	0	29	94

(+) Ten highest scoring

(-) Ten lowest scoring

High/Low Items

High Performing Store

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Score

In this organization...

Ten Highest Scoring Items (All Raters)

	1.0	2.0	3.0	4.0	5.0
6. [REDACTED]					4.4
7. [REDACTED]					4.4
3. [REDACTED]					4.3
40. [REDACTED]					4.1
8. [REDACTED]					4.1
38. [REDACTED]					4.0
37. [REDACTED]					4.0
4. [REDACTED]					3.9
11. [REDACTED]					3.9
1. [REDACTED]					3.9

Ten Lowest Scoring Items (All Raters)

	1.0	2.0	3.0	4.0	5.0
16. [REDACTED]					3.0
39. [REDACTED]					3.0
21. [REDACTED]					3.1
18. [REDACTED]					3.1
19. [REDACTED]					3.2
26. [REDACTED]					3.3
23. [REDACTED]					3.3
20. [REDACTED]					3.3
24. [REDACTED]					3.4
14. [REDACTED]					3.4