Worksheet 5f.A2 Competency: Resilience—Got Change?

Directions: Think about your own and your agency's attitudes towards change. Spend a few minutes reviewing these statements and record your responses to them on a 1 to 5 scale, with 5 representing strongly agree and 1 representing strongly disagree. Combined, the questions assess your opinion of your agency's (or unit's, program's, or division's) readiness for change.

Readiness for Change Questions

1.	. Staff members understand specific changes may improve outcomes for the children and families.										
Response:		1	2	3	4	5					
		Strongly Disagre	ee			Strongly Agree					
2.	. Some staff members resist any type of change.										
Response:		L	2	3	4	5					
		Strongly Disagre	ee			Strongly Agree					
3. Most staff members are willing to try new ideas.											
Res	ponse:	1	2	3	4	5					
		Strongly Disagre	ee			Strongly Agree					
4. It is easy to change procedures to meet new conditions.											
Res	ponse:	1	2	3	4	5					
		Strongly Disagre	ee			Strongly Agree					
5. Some staff members are too cautious or slow to make changes.											
Res	ponse:	L	2	3	4	5					
		Strongly Disagre	20			Strongly Agree					



6. Staff members ask questions and express concerns about changes.										
Response:	1	2	3	4	5					
	Strongly Disa	agree		Strongly Agree						
7. Staff members are encouraged to discuss and explore evidence-based practice techniques.										
Dognana		2	2	4	E					

Response: Strongly Disagree Strongly Agree

8. Staff members adapt quickly when they have to shift focus to accommodate program changes.

Response: 2 3 4 5 Strongly Disagree Strongly Agree

