

Exercise excerpt from The Art of Resetting Workbook*

Change Readiness

What goal or outcome would you like to create?	
What type of changes will be required to make? <i>(i.e., Beliefs/Expectations, Attitude, Behavior/Habits, etc.)</i>	
Type of change <i>(Belief, Behavior (habit), Routine, Relationship, etc.)</i>	

Exercise #1: Survey

Rate the statements below using the rating scale provide below for each set of statements. As you consider each statement stay focus on those required changes you noted above that you want to make.

1. Answer all the A statements first and then the B statements keeping in mind the change(s) that you will be creating.
2. Rate each statement based on your first response and not based on the response for any other statement.

Rate each statement and rate from 0 to 3 using the following ratings:
 0= Strongly Disagree; 1 = Disagree 2 = Agree; 3 = Strongly Agree

A STATEMENTS	
I am initiating action to make a change(s).	
I am excited about making change(s).	
I am confident about making this change(s).	
I have information/resources needed to change to achieve my goal(s).	
I believe I can cope with challenges as part of making the change(s).	
The rewards from the change are worth the effort.	
I will be supported to make this change.	
I am prepared with strategies to meet the demands of change.	
I have succeeded at making past changes that I wanted.	
Once I make up my mind to change, I do.	
Total	

Rate each statement and rate from 0 to 3 using the following ratings:
 0= Strongly Disagree; 1 = Disagree 2 = Agree; 3 = Strongly Agree

B STATEMENTS	
Change is happening to me.	
I am worried about making the change.	
I am apprehensive about making this change.	
I don't have the information I need in order to make required change(s).	
I am not sure I can cope with the requires of making change(s).	
I feel like the effort to change is greater than rewards.	
I will be on my own to make change(s).	
I am afraid the goals I have will be too challenging for me.	
I have not been successful in past changes that I wanted.	
Even if I make up my mind to change, it's hard to do.	
Total	

Add ratings from each column.

Subtract Total B score from Total A score to get your final score.

Total A Score _____ minus Total B Score _____ = Final Score _____

Circle your final score to find your level of change readiness.

What is Your Change Readiness Level?			
30	Ready, Set, Go! Looks like you are all in and ready to get started and create change(s) for success! It's time to get started!	I could see this happening but wait.... You may have a vision of what you want but may still be in a dreaming state of possibilities. Or you may be feeling anxious that the change will be too hard or too much effort. Perhaps taking more time to reframe the idea of change and focus more on the outcome you want than the journey to get there?	-1
29			-2
28			-3
27			-4
26			-5
25			-6
24			-7
23			-8
22			-9
21			-10
20	Pause for More Planning Hmm, almost there and ready for a change, but there may be something you need to consider further? What information do you need? What support would help you to make changes? Maybe your achievement needs more juice of excitement to motivate you into the next level of action?	Rethinking Change.... There may be some part of you considering making a change, but you may not have given it serious thought if it is worth. Consider the pros and cons to move forward?	-11
19			-12
18			-13
17			-14
16			-15
15			-16
14			-17
13			-18
12			-19
11			-20
10	Pause for More Pondering You may have the desire for change, but there may be some reasons or concerns in the way to move forward. Perhaps, rethink how you can tap resources to help you to get clarity of what you want vs. what you need to make change happen.	Change Resistance Perhaps you have been considering making a change, but you may have more excuses than reasons to take the next steps. Or you may be in a situation where the change is happening or required by you and you may not want it or may be ready for it. You may not have given it serious thought if it is worth. What are the pros and cons to move forward?	-21
9			-22
8			-23
7			-24
6			-25
5			-26
4			-27
3			-28
2			-29
1			-30

Exercise #2: Change Readiness Clarity

Go back and review your statements and ratings.

Transfer the statements that resonated the strongest with you in respective A&B columns below.

A side-by-side review may help you to see (and help) the gaps in your change readiness.

"A" Statements	"B" Statements

Thoughts to Ponder About Your Change Readiness

Where do you see your strengths for change readiness? (A Statements)

What concerns you the most regarding making required changes? (B Statements)

What is the highest intention to achieve your desired outcome?

When I succeed then....

What did you discover about yourself from the results of the Change Readiness Survey?

What meaning can you draw from your desire to make this change?

What areas of your life will be impacted most? Do you see complimentary areas? For example, a change in health might impact a relationship or a change in finances might impact a decision about a job/career.

On scale of 1 to 10, how important is this change to create your desired outcome? If not 10, what would make it a 10?

What Aha did you have that will help you get into the zone of change readiness?