

Change Questionnaire

Note your response to each of these statements by ticking the appropriate box. Put a tick in the box in the 'T' column if the statement is True, in the 'F' column if the statement is False. If you do not know or cannot decide, tick the box in the third column.

	T	F	?
1 People do not like being forced out of their 'rut'.	☐	☐	☐
2 Being forced out of your 'rut' can be a liberating experience.	☐	☐	☐
3 The number of changes people have to undergo should always be kept to a minimum and made slowly over time.	☐	☐	☐
4 When making changes it is good to point out to people why the old ways were inefficient and poor.	☐	☐	☐
5 Radical departure from old ways of working is essential to a go-ahead organisation.	☐	☐	☐
6 People don't like too many choices – better that they are told what to do.	☐	☐	☐
7 Getting staff to participate actively in discussing changes is an abdication of management responsibility.	☐	☐	☐
8 Staff often feel overwhelmed by any change.	☐	☐	☐
9 Defensive reactions to change are normal.	☐	☐	☐
10 Negative reactions to change come mainly from troublemakers and idlers.	☐	☐	☐
11 Employees are paid to do their job not to decide on major changes.	☐	☐	☐
12 Communicating the 'whys and wherefores' of change is a waste of time.	☐	☐	☐
13 The 'way things have always been done' is a positive notion because it shows methods have stood the test of time.	☐	☐	☐
14 Change is all about loss of control.	☐	☐	☐
15 Change is best introduced quickly and without warning so people don't have time to worry about it.	☐	☐	☐
16 Change is always for the better.	☐	☐	☐
17 Managers make changes to improve things and to follow new opportunities.	☐	☐	☐
18 External forces are the main cause of change.	☐	☐	☐
19 Shock, anger and denial are typical responses to change.	☐	☐	☐
20 People love surprises.	☐	☐	☐