

Comfort With Change Indicator

1. If someone offered you free down hill skiing lessons, would you take them? Yes No
2. In your work place, do people readily admit their mistakes? Yes No
3. Are the tasks you perform on the job today significantly different from those you did last year? Yes No
4. Do you feel like life is an adventure? Yes No
5. Are you more interested in implementing a plan than thinking one up? Yes No
6. Do you often read magazines that you've never read before? Yes No
7. If a co-worker had chronic bad-breath, would you be the one to tell them? Yes No
8. When you go out to dinner do you often order things you have never tried? Yes No
9. Are you good in a crisis? Yes No
10. Do you often laugh out loud? Yes No
11. Could you imagine going on a two-week vacation with no set plan? Yes No
12. Given a choice, would you regularly work with a computer? Yes No
13. Would you spend your own money to attend a workshop that would enhance your on-the-job skills? Yes No
14. Did your family regularly take vacations out of your home state while you were growing up? Yes No
15. Have you ever considered owning your own business? Yes No

16. Do the people you work with have a clear view of your organization's future? Yes No
 17. Are you excited when unexpected guests drop in? Yes No
 18. Do you think some people are luckier than others? Yes No
 19. Do you have close friends from different cultural backgrounds? Yes No
 20. Do you enjoy science fiction? Yes No
 21. Have you ever initiated the ending of a long-term relationship? Yes No
 22. When you travel, do you explore the local attractions? Yes No
 23. Are you the youngest child in your family? Yes No
 24. Do you regularly put things together without reading the instructions? Yes No
 25. Are there minorities in your immediate work group? Yes No
 26. Given a choice, would you rather take a walk than read a book? Yes No
 27. Does your organization encourage individual creativity? Yes No
 28. Did your family move more than three times while you were a child? Yes No
 29. Would you be happy if someone re-arranged your living room furniture? Yes No
 30. Are you known for your ability to get a job done? Yes No
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Your Answers	Definitions
Questions: 5-26-30 Yes____ No____	Action Orientation • Change is action. People who get excited about <i>doing</i> are well suited for the action that is necessary during change.
Questions: 9-12-21 Yes____ No____	Adaptability • Change is about shifting direction on short notice. People who know how to shift their thinking when faced with new information or challenges are prepared for the variations that accompany change.
Questions: 4-10-18 Yes____ No____	Attitude • Change starts with what people think. People who approach change with positive thoughts (even though they may have misgivings, fears, or concerns) leave themselves open to discover the possibilities change can provide.
Questions: 19-25-29 Yes____ No____	Comfort with Differences • Change requires that we explore ideas and experiences that are different than those we've had in the past. People who are comfortable seeing things through the lens of another point of view will find this element of the change process exciting rather than scary.
Questions: 3-8-17 Yes____ No____	Flexibility • Change often demands quick response. People who are able to bend without breaking can work through change without serious injuries.
Questions: 6-13-22 Yes____ No____	Information & Learning Base • Change cannot happen without new knowledge. People who are life-long learners are in a position to instigate change rather than always having it happen to them.
Questions: 2-16-27 Yes____ No____	Organizational Culture • Change is viewed differently from one organization to another. If you are part of a change-adverse organization, you won't be gathering change-positive experiences.
Questions: 14-23-28 Yes____ No____	Personal History • Change happens in all parts of our lives. Some families provide training grounds for children to learn positive lessons from change. Some do not. Consider yourself fortunate if you had the opportunity to learn about change in a helpful way as a child.
Questions: 1-7-15 Yes____ No____	Risk Taking • Change is full of risk. People who are comfortable with intelligent risk taking and know how to learn from the risks that don't pay off as well as the ones that do, will flourish during times of risk.
Questions: 11-20-24 Yes____ No____	Tolerance of Ambiguity • Change is about the unknown. People who are able to exist for periods of time without knowing the complete details or the final outcome will be able to keep their heads and stay calm during the middle of change situations.