

The Change Formula Worksheet

$$C = D \times V \times F > R$$

Change equals **Dissatisfaction** X **Vision** X **First Steps** that is greater than the **Resistance**

A. What is the change you want?

B. Assess

<i>To what extent is there a critical mass of employees/members:</i>	Low				High
1. That is dissatisfied with the way it is done now	1	2	3	4	5
2. That shares a vision (sense of what an improvement would be)	1	2	3	4	5
3. That is ready for the first steps	1	2	3	4	5

C. Action

Note ways of strengthen the following among a critical mass.

1. Creating a sense of dissatisfaction --Helping people see the gap between what is and what could be. AND/OR To become aware of, and give voice to, their dissatisfaction. AND/OR To become aware of the crisis that pushes the change upon the organization.

2. Developing a shared vision. – A process for developing a shared vision, image of the improved situation.

3. A clear sense of what needs to be done as first steps.

- What we can do differently in the short term that will move us toward that vision.

- What competencies need to be developed or strengthened for people to be able to function in the changed situation

- Bring along people who are friends and colleagues with one another

- The resources needed to make the change.

- Beginning to create an alignment of structures, process and practices that will be in harmony with the new way.

- Other