

Improve organizational performance in a minute

Making changes in your organization requires a strong understanding of the change process and an understanding of specific features of your organization that are most conducive to achieving and sustaining your changes.

1	Which symbolizes your company's strongest aspect?
<input type="checkbox"/> Adaptability	
<input type="checkbox"/> Diversity	
<input type="checkbox"/> Healthiness	
<input type="checkbox"/> Longevity	
<input type="checkbox"/> Respect	
<input type="checkbox"/> Unification	
Fact: Greater organizational unity leads to a more cohesive change effort.	

2	What percentage of your organization effortlessly embraces change?
<input type="checkbox"/> None	
<input type="checkbox"/> Less than 10%	
<input type="checkbox"/> About 25%	
<input type="checkbox"/> Less than half	
<input type="checkbox"/> Over half	
<input type="checkbox"/> Nearly all	
Fact: The more the merrier, but typically the sweet spot for organizations is 20-25%	

3	How many of your workforce are advocates of cultural shifts?
<input type="checkbox"/> None	
<input type="checkbox"/> Less than 10%	
<input type="checkbox"/> About 25%	
<input type="checkbox"/> Less than half	
<input type="checkbox"/> Over half	
<input type="checkbox"/> Nearly all	
Fact: Again, about 20-25% of your workforce. They can be your champions.	

4	Which is best to bring your workforce in line with a cultural shift?
<input type="checkbox"/> All-Hands meeting	
<input type="checkbox"/> Early advocate champions	
<input type="checkbox"/> Anonymous surveys	
<input type="checkbox"/> Early adopter examples	
<input type="checkbox"/> Standardized training	
<input type="checkbox"/> Penalizing non-alignment	
Fact: Your change advocates can model behaviors and work with resistant people.	

5	What is the most important enabler of your change initiatives?
<input type="checkbox"/> Strong leadership	
<input type="checkbox"/> Respecting staff ideas	
<input type="checkbox"/> Enlisting employee input	
<input type="checkbox"/> Persistence	
<input type="checkbox"/> A "burning platform"	
<input type="checkbox"/> Frequent communication	
Fact: Demonstrating consistent respect towards your employees is essential	

6	After cultural change occurs, how soon will you need to revisit?
<input type="checkbox"/> Never	
<input type="checkbox"/> 1 year later	
<input type="checkbox"/> 6 months later	
<input type="checkbox"/> 3 months later	
<input type="checkbox"/> 1 month later	
<input type="checkbox"/> Immediately	
Fact: Have a long-term strategy to support change permanence.	