

Navigating your way through change: The 7 P Questionnaire:

Decide what type of change effort are you assessing?

- A. Personal Change Effort
- B. Professional Change Effort
- C. Organizational Change Effort

1. Events or people are provoking me/us to consider change

0. Not much at all; 1. A little bit; 2. Moderately so; 3. Considerably so; 4. Very much

2. I/we have face somewhat similar pressure to change and I/we know what I/we have learned from previous efforts to change

0. Not much at all; 1. A little bit; 2. Moderately so; 3. Considerably so; 4. Very much

3. I/we have assessed my/our current strengths and weaknesses relevant to a possible change effort

0. Not much at all; 1. A little bit; 2. Moderately so; 3. Considerably so; 4. Very much

4. I/we have envisioned a picture of what I/we want to become relevant to the change effort

0. Not much at all; 1. A little bit; 2. Moderately so; 3. Considerably so; 4. Very much

5. I/we have prepared for the change effort through planning and development efforts

0. Not much at all; 1. A little bit; 2. Moderately so; 3. Considerably so; 4. Very much

6. I/we have been encouraged and rewarded to take steps toward what I/we want to become relevant to the change effort

0. Not much at all; 1. A little bit; 2. Moderately so; 3. Considerably so; 4. Very much

7. I/we have taken on a new identity that makes the change no longer an effort but an embracement of this is who I/we am/are now relevant to the change effort

0. Not much at all; 1. A little bit; 2. Moderately so; 3. Considerably so; 4. Very much