

Change Readiness Diagnostic

A lightweight diagnostic for assessing whether teams are prepared to absorb and act on change.

Purpose

Use this diagnostic before launching a major initiative, transformation, or new operating model.

Dimensions

Clarity: Do people understand the why and what?

Leadership alignment: Are leaders telling the same story?

Capacity: Is there room to absorb the change?

Capability: Do people have the skills and tools required?

Reinforcement: Are expectations, incentives, and routines aligned?

Rating guide

Dimension	Green / Yellow / Red prompt
Clarity	Can employees explain the why, what, and what changes for them?
Alignment	Are leaders visibly aligned and reinforcing the same priorities?
Capacity	What must be paused, simplified, or sequenced?
Capability	What learning or support must be provided before launch?
Reinforcement	How will the new behaviors be sustained?