The **ADKAR** model for change management - the 5 stages of the model are:

* **Awareness** of the need to change
* **Desire** to make the change happen
* **Knowledge** about how to change
* **Ability** to implement new skills and behaviours
* **Reinforcement** to retain the change once it has been made

Now your task is to determine where you fall in the change model and ask yourself “what does this change mean to me?”

Please complete the following questions by rating your answers on a scale of 1 to 5

1. Consider the reasons you believe the change is necessary. Rate your **awareness** of the need to change

5

I am fully aware of the business reasons to change

1

I am not aware of the business reasons to change

2. Consider how you feel about the change. Rate your overall **desire** to change

5

I have a strong desire to change

1

I have little desire to change

3. Consider your knowledge about the change. Rate your **knowledge** level to work in the new environment

5

I have the knowledge required to implement the change

1

I do not have the knowledge required to implement the change

4. Consider the skills required to implement the change. Rate your skills/**ability** to implement the change.

5

I have the skills required to implement the change

1

I do not have the skills required to implement the change

5. Consider what reinforcements are required to help support the change. Rate the level of **reinforcements** in place.

5

Reinforcements are in place

1

Reinforcements are not in place