

Change-Readiness Profile Chart

Based on the judgment call of your school’s readiness for change, indicate the level of resistance in the Ambition of Change and Pace of Change sections of the chart. Mark an “X” in the two rows that align to your school’s level of resistance to change. The corresponding adjacent cells, in the next column over, will tell you the appropriate degree of ambition and pace of change you would be wise to suggest in your school-wide improvement plan.



CHANGE-READINESS PROFILE		
Scope of Changes		
Your Capacity to Influence Change		Recommended Corresponding Scope
Large		Changes that are larger in scope
Medium		Changes that are moderate in scope
Small		Changes that are smaller in scope
Ambition of Change (degree of difficulty of goals)		
Your School’s Resistance-to-Change Level		Recommended Corresponding Ambition
Low Resistance		Challenging goals
Medium Resistance		Moderately challenging (or an appropriate mix of moderately challenging and simple goals)
High Resistance		Simple goals
Pace of Change		
Your School’s Resistance-to-Change Level		Recommended Corresponding Pace
Low Resistance		Faster pace for changes
Medium Resistance		Moderate pace for changes
High Resistance		Slow pace for changes

The Change Readiness Tools are © 2019 by Reflective Learning, LLC. All rights reserved.