

Change Agent Assessment

Part of an organization's ability to achieve its goals depends on the **skills and the effectiveness** of its change agents. We know from research and experience that the following are critical to potential change agents:

Intentional and effective use of self

Share personal stories from your experiences to further learning

Systems thinking

Look at how strategy, structures, policies, practices, vision, and social conditions relate and impact each other (see 7-S Model).

Conflict fluency

Understand the nature of conflict and have the skills to leverage tension and conflict to meet goals.

Accurate and current information

Understand data gathering and analysis; utilize new mental models and frameworks.

Empowerment and support systems

Understand tools and support systems to increase resilience and sustainable change.

Change Agent - Mapping Your Development

How would you currently rate yourself in terms of the above areas:

1. Effective use of Self

confidence 1 2 3 4 5 6 (high)

skill 1 2 3 4 5 6 (high)

2. Systems thinking

confidence 1 2 3 4 5 6 (high)

skill 1 2 3 4 5 6 (high)

3. Conflict Fluency

confidence 1 2 3 4 5 6 (high)

skill 1 2 3 4 5 6 (high)

4. Accurate and current information

confidence 1 2 3 4 5 6 (high)

skill 1 2 3 4 5 6 (high)

5. Empowerment and support systems

confidence 1 2 3 4 5 6 (high)

skill 1 2 3 4 5 6 (high)

What areas do you have the highest skills and confidence? How do you maintain them?

What areas need improvement? Any strategies and plans for improving these areas?