

# How Do You Think About Change?

Choose the response that is usually true for you. Note that the number order varies from left to right, but the starting number always represents what is most often true for you. After reading all of the statements, total your score by adding the numbers you circled. Guidelines for interpreting your score are below.

	Very True	Somewhat True	Neutral	Somewhat Untrue	Very Untrue
1. Change is threatening.	5	4	3	2	1
2. Change is a normal and natural part of life.	1	2	3	4	5
3. Change offers opportunities and challenges.	1	2	3	4	5
4. I have an overarching purpose in life.	1	2	3	4	5
5. Although I strive for perfection, I accept that it is impossible.	1	2	3	4	5
6. Change makes me feel insecure and uncertain.	5	4	3	2	1
7. Whenever I am faced with change, I try to anticipate the sources of resistance to that change.	1	2	3	4	5
8. I have no problem tapping in to the special skills of those around me.	1	2	3	4	5
9. Many changes are the result of personal vendettas or conspiracies.	5	4	3	2	1
10. Life is supposed to be filled with choices that produce ever more demanding challenges.	1	2	3	4	5
11. The cliché “all comes to she who waits,” describes my philosophy about life.	5	4	3	2	1
12. Life is unpredictable, confusing, and contradictory.	5	4	3	2	1
13. The discomfort of change is just part of the adjustment process.	1	2	3	4	5
14. When I feel angry and frustrated, I take it out on others.	5	4	3	2	1
15. My problem-solving mode is triggered by disruption.	1	2	3	4	5
16. Bureaucracies cannot really be changed.	5	4	3	2	1
17. Change initiatives will always be mismanaged.	5	4	3	2	1

Questionnaire adapted by Sharon M. Danes, Extension Family Economist and Professor, Family Social Science, University of Minnesota – from Conner, D. R. (1992). *Managing at the speed of change*. New York: Villard Books.

18. Any attempt at change merely triggers organizational inefficacy and ineffectiveness.	5	4	3	2	1
<b>Total Score:</b> _____					

## Interpreting Your Score

Your score will be somewhere between 18 and 80. The lower your score, the more you view change proactively – as an opportunity and a chance for personal growth. The higher your score, the more you view change reactively – as a loss. You focus on the dangers that change presents and spend a lot of time and energy feeling threatened by the unexpected.

If your score is on the lower end (38 and under), you almost always view change proactively. You are good at managing the forks in the road that come your way and try to turn them into opportunities for personal growth. While transitions can involve a lot of work, you manage them effectively.

If you score is in the middle (39 to 59), you think differently about change depending on the circumstances. Sometimes you are proactive – other times reactive. You can increase your capacity for dealing with change by thinking about times when you were proactive in the face of change. How were you able to be proactive? What did you do? Then think about how you can bring those same strategies to your next change – regardless of the circumstances.

If your score is on the higher end (60 and above), change tends to be difficult for you. Learning strategies for navigating change may help you make the most out of future forks in the road. Cognitive-behavioral techniques can help you learn to react to change in a more helpful way. You can learn these strategies either through a self-help book (you can find some recommendations in “Cool stuff we found”) or through meeting with a mental health professional.