

Resistance Assessment Survey SAMPLE

Below is a list of potential areas for resistance that you might experience in the implementation of this project. For each area indicate the degree to which you agree or disagree using the following rating scale:

1 - (Strongly Disagree) 2 - (Disagree) 3 - (Neutral, neither agree nor disagree) 4 - (Agree) 5 - (Strongly Agree)

Areas of Resistance	Description	Rating
1. Lack of understanding of the purpose and drivers for the changes	There may be a lack of understanding of the purpose of the project. There may be lack of awareness of the need for the change to occur	
2. Feeling of losing control	People support what they have helped to create. If they feel they have not had increases.	
3. Lack of support from various levels in the organization.	If people perceive that key individuals or groups in their area are not genuinely supportive of the project, their acceptance is difficult to secure	
4. Feel there is a real threat to my existing power, job security or personal and career goals.	Resistance is increased if people believe the change will result greater emotional or career costs relative to what they may gain.	
5. Concerns about a lack of skills and knowledge	People may resist change if they believe they do not possess the skills or the ability performance during and after the change.	
6. High level of impact on daily work impact patterns	Failure to acknowledge and if possible, minimize the impact of project teams' activities and changes on people's work patterns tends to promote distrust and alienation.	
7. Lack of time to absorb the changes	The ability of staff to assimilate the change and all its consequences must be assessed	
8. High level of uncertainty	Sometimes just the uncertainty of the situation can make people react negatively.	
9. Adverse changes to key working relationships	Adversely affecting the way, they relate to others or who they work with or who they report to.	
10. High level of past resentments and dislikes	People may distrust or dislike sponsors or change agents or have had negative experiences around change and a lack of acceptance and enthusiasm for change will quickly materialize.	
11. Lack of incentives and rewards	Change involves learning and learning usually involves errors. When people are not given the freedom to make mistakes while learning they become afraid. People need to be rewarded for accomplishing the change in the form of something they truly value.	