## ADKAR Survey

While this is not an official ADKAR assessment, it can be a helpful place to start to understand potential barrier points and to begin guiding change management activities and actions that may support engagement in and adoption of change among people. This should be answered individually, with members of impacted teams or organizations responding to the statement below:

|  |  |  |
| --- | --- | --- |
| Awareness | Yes | No |
| I understand why [INSERT THE CHANGE] is happening. |  |  |
| I understand the risk of not [INSERT THE CHANGE]. |  |  |
| I understand the vision of [INSERT THE CHANGE]. |  |  |
| I understand the (internal and external) triggers for [INSERT THIS CHANGE] happening now. |  |  |

|  |  |  |
| --- | --- | --- |
| Desire | Yes | No |
| I believe in the case for/am supportive of [INSERT THE CHANGE]. |  |  |
| I know “what’s in it for me” to participate in [INSERT THE CHANGE]. |  |  |
| I have made the decision to participate in [INSERT THE CHANGE]. |  |  |
| I believe that if we take on [INSERT THE CHANGE], there is a high likelihood we will be successful. |  |  |

|  |  |  |
| --- | --- | --- |
| Knowledge | Yes | No |
| I understand the impact [INSERT THE CHANGE] will have on my behaviors, processes, and workflows. |  |  |
| I have the knowledge to be successful while [INSERT THE CHANGE] is being implemented. |  |  |
| I have the knowledge to be successful after [INSERT THE CHANGE] is implemented. |  |  |
| I received adequate training to feel prepared to be successful as a result of [INSERT THE CHANGE]. |  |  |

|  |  |  |
| --- | --- | --- |
| Ability | Yes | No |
| I can put the new knowledge and skills required by [INSERT THE CHANGE] into action. |  |  |
| I can implement [INSERT THE CHANGE] to my behaviors, processes, and workflows. |  |  |
| I can access additional support when I have problems and questions. |  |  |
| I have been able to practice the new skills and behaviors needed for [INSERT THE CHANGE]. |  |  |

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| Reinforcement | Yes | No |
| The organization is committed to keeping [INSERT THE CHANGE] in place. |  |  |
| There are mechanisms in place to sustain [INSERT THE CHANGE].  |  |  |
| I know the consequences of not performing my new activities. |  |  |
| I am rewarded for performing in the new way. |  |  |
| My performance in the new way is evaluated. |  |  |