

Mini Questionnaire Output report
Change Handling Style Profile



Mark Thomas
Saturday, January 26, 2002

Change Handling Style Profile

Introduction

One of the key "life competencies" required of people in all sorts of different situations today is the ability to anticipate and respond effectively to any change that comes along. These skills are often needed even more in today's fast paced and competitive work environment where everyone from the newest recruit through to the most senior management is expected to demonstrate some "change agent" skills.

The nature of change has many forms. Sometimes change is highly personal and relates to a significant shift in circumstances and perspective about people or about life in general. At other times, it is initiated by an organization with which we are associated (which usually faces internal or external forces that can see dramatic shifts in course or direction). Change may be small in scale, affecting individuals or small parts of the organization, or it may be large-scale, impacting on the organization in its entirety. There are some changes which are evolutionary and incremental (often called ORGANIC change), whilst others are dramatic and transformational (or what is often called STEP-CHANGE).

Whatever the scope or source of change, we usually have to adjust to new situations which impact upon things such as the skills we require, the practices we adopt, the technology that we use, the customers that we serve and many other things. As such, we are often confronted by the need to adapt and respond to change in almost every aspect of our lives. Consequently, we can safely say that change is all around us.

Even though there are some changes, which are evolutionary and incremental, and others are dramatic and transformational, in each case, the style that we adopt to change is a matter of choice. There are four general styles or types that we can apply in change situations. These are Resisters, Followers, Early Adopters and Pioneers.

This mini profile briefly explains each of these styles and reveals which one you tend to utilize the most.

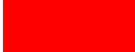



Change Handling Style Answers for: Mark Thomas

(Sorted in descending order of priority)

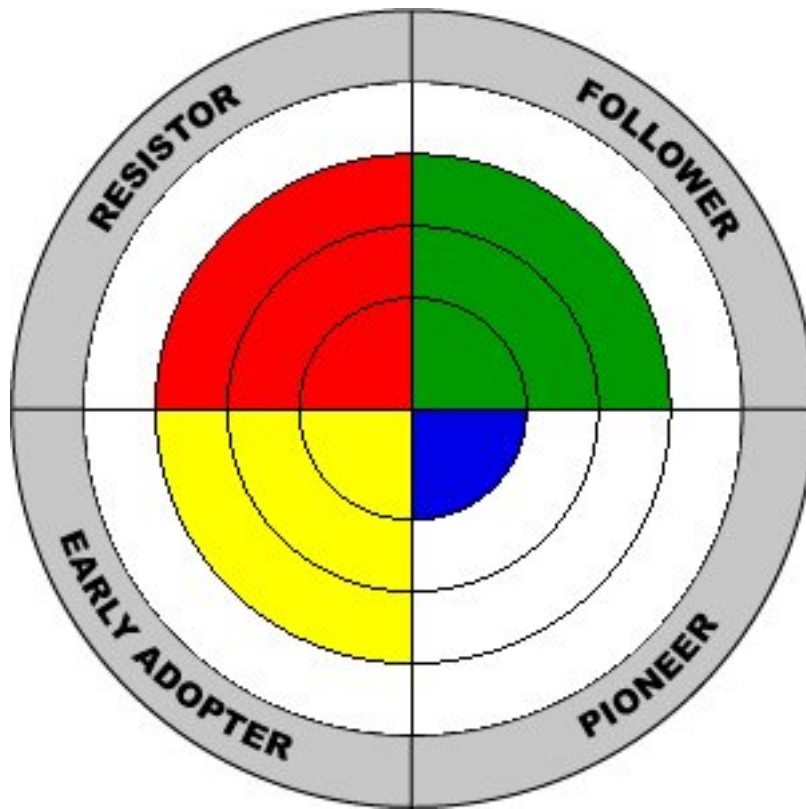
The following chart shows the choices you made in completing the Change Handling Style questionnaire, in descending priority order, as well as the score that has been subsequently assigned by the system.

The color of the text indicates the category each question belongs to (the colors correspond to the four style types indicated in the key below).

1. I enjoy networking with people who are at the forefront of change
2. I like to be fully convinced that a new way is obviously beneficial and valuable
3. I like to listen to all sides of a change debate before making up my mind
4. I avoid trying to fix things that are not broken
5. I am happy to take personal risks in order to be a change role model for others
6. I play 'devil's advocate to test the real value of a change
7. I maintain broad reading and listening tastes to keep abreast of the latest ideas
8. I spend a lot of time anticipating the future
9. I carefully quantify the relative benefits that change is likely to bring
10. I challenge 'paradigms' or set ways of thinking
11. I like to trial or test new changes before a full and widespread implementation
12. I promote the benefits of tried and trusted methods and systems

-  Resistor Type
-  Follower Type
-  Early Adopter Type
-  Pioneer Type

Change Handling Style Grid for: Mark Thomas



Dominant Style: Resistor Type

Individuals with a 'Resistor' personal change handling style are likely to be reluctant to accept to accept change or like to be the very last to do so if possible. As such, resisters tend to have little or no interest in thinking about a change initiative unless it is likely to offer substantial benefits over and beyond the circumstances that they currently enjoy.

Different Change Handling Styles

People may utilize several Change Handling Styles in different situations and to achieve a variety of different goals. The following descriptions therefore briefly explain the basic characteristics of each of the four Change Handling Styles/Types:

Resistor Type

Individuals with a 'Resistor' personal change handling style are likely to be reluctant to accept to accept change or like to be the very last to do so if possible. As such, resisters tend to have little or no interest in thinking about a change initiative unless it is likely to offer substantial benefits over and beyond the circumstances that they currently enjoy.

Follower Type

Individuals with a 'Follower' personal change handling style will be likely to only subscribe to a change when they have seen plenty of people willingly adopting the new situation or 'crossing the change bridge'. Followers will often see-saw backwards and forwards as they observe the behavior and activities of pioneers, early adopters and resisters, and only make decisions themselves at the last possible moment.

Early Adopter Type

Individuals with an 'Early Adopter' personal change handling style are likely to be not far behind the pioneers. Early adopters are cautious allies of change when it occurs but like to have some data about what is involved upon which they can make an informed judgment and not feel totally exposed or at risk. This means that early adopters like to hang back a little and be a 'fast second' rather than a 'first' to act.

Pioneer Type

Individuals with a 'Pioneer' personal change handling style will be likely to be right at the forefront or 'cutting edge' of change initiatives. These people are therefore the first to subscribe to a new product, service or idea, and need very little information before 'jumping straight in' (often with both feet with only minimal regard for the consequences). A pioneer simply believes that the rewards are likely to generally outweigh the risks involved.

This mini questionnaire or profile is a simple version of the diagnostic survey and measurement tools that are available on the www.profiles-r-us.com web site. Full profiles have considerably greater depth and detailed information and an extensive output report, often running to more than 30 pages.