The Seven Traits of Change Readiness

The questionnaire you’ve just taken measures the following traits:

**Resourcefulness** - being effective at making the most of any situation and utilizing whatever resources are available to develop plans and contingencies. Seeing more than one way to achieve goals and looking in less obvious places to find help. When people score low in resourcefulness, they encounter obstacles, get stuck and dig in their heels. Very high scorers (over 26) might overlook obvious solutions and create more work than is necessary.

**Optimism** - the pessimist observes only problems and obstacles, while the optimist recognizes opportunities and possibilities. Optimism cannot really be taught; it must be caught. You can catch or cultivate it by hanging around the right people. Optimists tend to be more enthusiastic and positive about change. Very high optimism scorers (over 26) may lack critical-thinking skills.

**Adventurousness** - the inclination to take risks and the desire to pursue the unknown; to walk the path less taken. Since change always involves both risk and the unknown, adventurous people usually perform well during organizational shake-ups. But very high scorers (over 26) may indicate a tendency toward recklessness.

**Drive** - combines physical energy and mental desire to create passion. It’s the fuel that maximizes all the other traits. If you have drive, nothing appears impossible. If you don’t, change is exhausting.

**Adaptability** - flexibility and resilience. Flexibility involves ease of shifting expectations. Resilience is the capacity to rebound from adversity quickly with a minimum of trauma. Scoring too high (over 26) indicates a lack of commitment or stick-to-it-ness.

**Confidence** - if optimism is the view that a situation will work out, confidence is the belief in your own ability to handle it. There is a direct correlation between levels of confidence and receptivity to change. If people feel confident in their ability to handle a new task, they’ll be more receptive to it and more positive about it. Scores above 26, however, may indicate a cocky, know-it-all attitude and a lack of receptivity to feedback.

**Tolerance for Ambiguity** - change spawns uncertainty. No matter how carefully you plan there are always some elements of indefiniteness. Without a healthy tolerance for ambiguity, change is not only uncomfortable, it can also be scary. But too much tolerance can also get you in trouble. You may have difficulty finishing tasks and making decisions.

For more information, to arrange a counselling session, or to access any of your EFAP services, please contact us. We are ready to speak with you 24 hours a day, seven days a week, in multiple languages. All calls are completely confidential.

1.800.663.1142 | 1.888.384.1152 (TTY) | 604.689.1717 International (Call Collect)