

# The Change Formula Worksheet

$$C = D \times V \times F > R$$

**Change** equals **Dissatisfaction** X **Vision** X **First Steps** that is greater than the **Resistance**

A. What is the change you want?

B. Assess

<i>To what extent is there a critical mass of employees/members:</i>	<b>Low</b>				<b>High</b>
1. That is dissatisfied with the way it is done now	1	2	3	4	5
2. That shares a vision (sense of what an improvement would be)	1	2	3	4	5
3. That is ready for the first steps	1	2	3	4	5

C. Action

Note ways of strengthen the following among a critical mass.

**1. Creating a sense of dissatisfaction** --Helping people see the gap between what is and what could be. AND/OR To become aware of, and give voice to, their dissatisfaction. AND/OR To become aware of the crisis that pushes the change upon the organization.

**2. Developing a shared vision.** – A process for developing a shared vision, image of the improved situation.

**3. A clear sense of what needs to be done as first steps.**

- What we can do differently in the short term that will move us toward that vision.
  
- What competencies need to be developed or strengthened for people to be able to function in the changed situation
  
- Bring along people who are friends and colleagues with one another
  
- The resources needed to make the change.
  
- Beginning to create an alignment of structures, process and practices that will be in harmony with the new way.
  
- Other