
CHANGESTYLE INDICATOR®

Purpose: To increase understanding of preferred styles in approaching change and dealing with situations involving change.

Format: On-line or self-scoring assessment. 22-item questionnaire. Estimated completion time: 10-15 minutes. Group reports available.

Potential Uses:

- Individual assessment, coaching and development
- Team-building and development
- To complement an existing management or leadership development initiative
- To support change initiatives

Assessment: The assessment establishes a ranking of how the respondent prefers to address and work with change. It addresses both initiated and imposed change and places the respondent on a 132-point continuum between Conserver and Originator with Pragmatist in the center of the continuum.

Work with the ChangeStyle Indicator® helps individuals and teams increase effectiveness by:

- Understanding different preferred styles for dealing with change
- Discovering individual preferred styles
- Learning how preferred style affects how others perceive you and how your style influences your perception of others
- Learning advantages and strengths that each style offers in a team effort
- Raising awareness of potential “traps” of preferred styles
- Making sure that all perspectives are included when resolving issues
- Improving teamwork
- Increasing collaboration
- Enabling the group’s creativity

