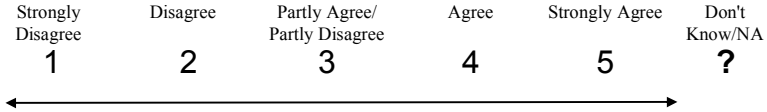
Tool: Understanding Support and Resistance

Write the initials of your team members and/or key stakeholders across the top of the chart below. Next use a scale of 1 to 5 to indicate the degree to which you believe the statements below are TRUE for each person. When you are not sure, or you don't have the data to make a determination, use a question mark.



Initials:					
1. Trusts the person/people leading the change					
2. Recognizes the problem that prompted change					
3. Feels a sense of urgency to address the problem					
4. Understands the solution being proposed					
5. Agrees the solution being proposed makes sense for the organization					
6. Believes he/she will play a meaningful part in implementing the change					
7. Believes the people leading the change have a well-thought-out plan					
8. Accepts the personal loss that accompanies the change					

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