QUESTION SET 6: TRANSFORMATIONAL/CHANGE MANAGEMENT

Includes the participant’s understanding of the need for change and his/her ability to create an environment that supports change, while assisting others through the change process.

1. The participant recognizes when change is necessary.
   A. Always
   B. Very Frequently
   C. Occasionally
   D. Rarely
   E. Very Rarely
   F. Never
   G. Not Applicable

2. The participant makes organizational change.
   A. Always
   B. Very Frequently
   C. Occasionally
   D. Rarely
   E. Very Rarely
   F. Never
   G. Not Applicable

3. The participant provides long-range vision for the organization/unit.
   A. Always
   B. Very Frequently
   C. Occasionally
   D. Rarely
   E. Very Rarely
   F. Never
   G. Not Applicable

4. The participant encourages others to make full use of their talents.
   A. Always
   B. Very Frequently
   C. Occasionally
   D. Rarely
   E. Very Rarely
   F. Never
   G. Not Applicable
5. The participant helps employees learn from risk-taking actions that cause unexpected or unpleasant results.
   A. Always
   B. Very Frequently
   C. Occasionally
   D. Rarely
   E. Very Rarely
   F. Never
   G. Not Applicable

6. The participant avoids crises by anticipating problems and developing contingency plans.
   A. Always
   B. Very Frequently
   C. Occasionally
   D. Rarely
   E. Very Rarely
   F. Never
   G. Not Applicable

7. The participant develops effective relationships with the organizational leadership.
   A. Always
   B. Very Frequently
   C. Occasionally
   D. Rarely
   E. Very Rarely
   F. Never
   G. Not Applicable

8. The participant has the ability to change his/her opinion or actions as facts and situations change.
   A. Always
   B. Very Frequently
   C. Occasionally
   D. Rarely
   E. Very Rarely
   F. Never
   G. Not Applicable
9. The participant works effectively with ambiguity.
   A. Always
   B. Very Frequently
   C. Occasionally
   D. Rarely
   E. Very Rarely
   F. Never
   G. Not Applicable

10. The participant copes effectively with organizational politics.
    A. Always
    B. Very Frequently
    C. Occasionally
    D. Rarely
    E. Very Rarely
    F. Never
    G. Not Applicable

11. The participant has a positive attitude toward change.
    A. Always
    B. Very Frequently
    C. Occasionally
    D. Rarely
    E. Very Rarely
    F. Never
    G. Not Applicable

12. The participant encourages dreaming the unthinkable.
    A. Always
    B. Very Frequently
    C. Occasionally
    D. Rarely
    E. Very Rarely
    F. Never
    G. Not Applicable

13. The participant takes initiative when new challenges are presented.
    A. Always
    B. Very Frequently
    C. Occasionally
    D. Rarely
    E. Very Rarely
    F. Never
    G. Not Applicable
14. The participant respects the opinions of others.
   A. Always
   B. Very Frequently
   C. Occasionally
   D. Rarely
   E. Very Rarely
   F. Never
   G. Not Applicable

15. The participant confronts issues directly.
   A. Always
   B. Very Frequently
   C. Occasionally
   D. Rarely
   E. Very Rarely
   F. Never
   G. Not Applicable

16. The participant supports entrepreneurial opportunities.
   A. Always
   B. Very Frequently
   C. Occasionally
   D. Rarely
   E. Very Rarely
   F. Never
   G. Not Applicable

17. The participant is persistent in the face of setback.
   A. Always
   B. Very Frequently
   C. Occasionally
   D. Rarely
   E. Very Rarely
   F. Never
   G. Not Applicable

18. The participant readily shares credit for success.
   A. Always
   B. Very Frequently
   C. Occasionally
   D. Rarely
   E. Very Rarely
   F. Never
   G. Not Applicable
19. The participant makes the work environment pleasant.
   A. Always
   B. Very Frequently
   C. Occasionally
   D. Rarely
   E. Very Rarely
   F. Never
   G. Not Applicable

20. The participant facilitates problem-solving among employees.
   A. Always
   B. Very Frequently
   C. Occasionally
   D. Rarely
   E. Very Rarely
   F. Never
   G. Not Applicable

21. The participant considers the perspectives of everyone during the change process.
   A. Always
   B. Very Frequently
   C. Occasionally
   D. Rarely
   E. Very Rarely
   F. Never
   G. Not Applicable