



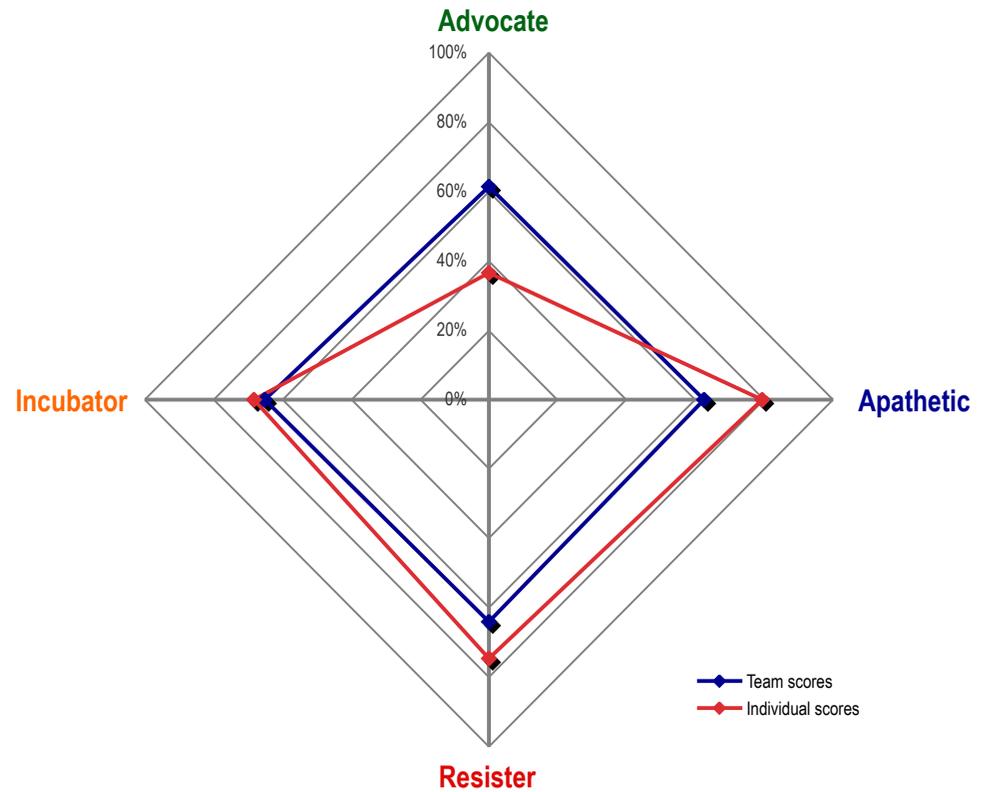
Change Reaction Questionnaire

Individual Report for : **Jack Black**

Team : **team5**

	Individual scores	Team scores
Advocate	37%	61%
Apathetic	79%	62%
Resister	75%	64%
Incubator	68%	65%

Order of preference	Apathetic
	Resister
	Incubator
	Advocate



TIPPING POINT

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You have a HIGH resister score

People with a high resister score may readily see the pitfalls of a proposed change. High resistance can be due to this or to a personal reaction to enforced change. High resisters can often be viewed as negative by others, even if that is not the intention. It is usually a lack of understanding of the motives of the high resister that can lead to this view, or the high resister not explaining their reaction fully. If you have a high resister score then consider the following questions: Are you seeing this change for what it is? Can you see the opportunities and positive aspects for the change? Are you hindering the process by being negative to others with your views? Each change is different therefore, even though you may have had a previous negative experience with change, can you find the positives in this one? Are you explaining your views to others in a way that they can understand and do something about?

You have a HIGH apathetic score

People who have a high apathetic score tend to be less concerned with the change. They often just get on with their work and don't really concern themselves with the change. They only really engage with the change when they have to, as it impacts on their daily work. If you have a high apathetic score, consider the following questions: Are you ignoring something that will be important? Change is inevitable, would you rather engage with it or wait until it is done to you? Is it better to influence the change now or live with the change having not had your opinion heard? What are you missing by not fully engaging with the change?

You have a HIGH incubator score

People with a high incubator score tend to reflect on issues and ideas carefully. They often have a preference for reflection before action. They can be seen by others as over-pontificating or even holding them back. If you have a high Incubator score, the following questions may be useful: In order to help this change be successful, you may have to decide where you stand on this change. How can you most help? As you are thinking about the changes, others may view your reflection as not being positive or holding them back. Can you find a way of sharing your thoughts and ideas with others?

You have a MODERATE advocate score

People with a moderate advocate score will happily spread the news about the positive aspects of a change if asked. They are less likely to go to others to talk about the change, but will join in an existing conversation about it. They are likely to see both sides of a change. but generally be optimistic about the change. If you have a moderate advocate score, consider the following questions: Are people clear about your views on the change, or are you sitting on the fence? Are you sharing your thoughts enough, in order to help others understand the change?

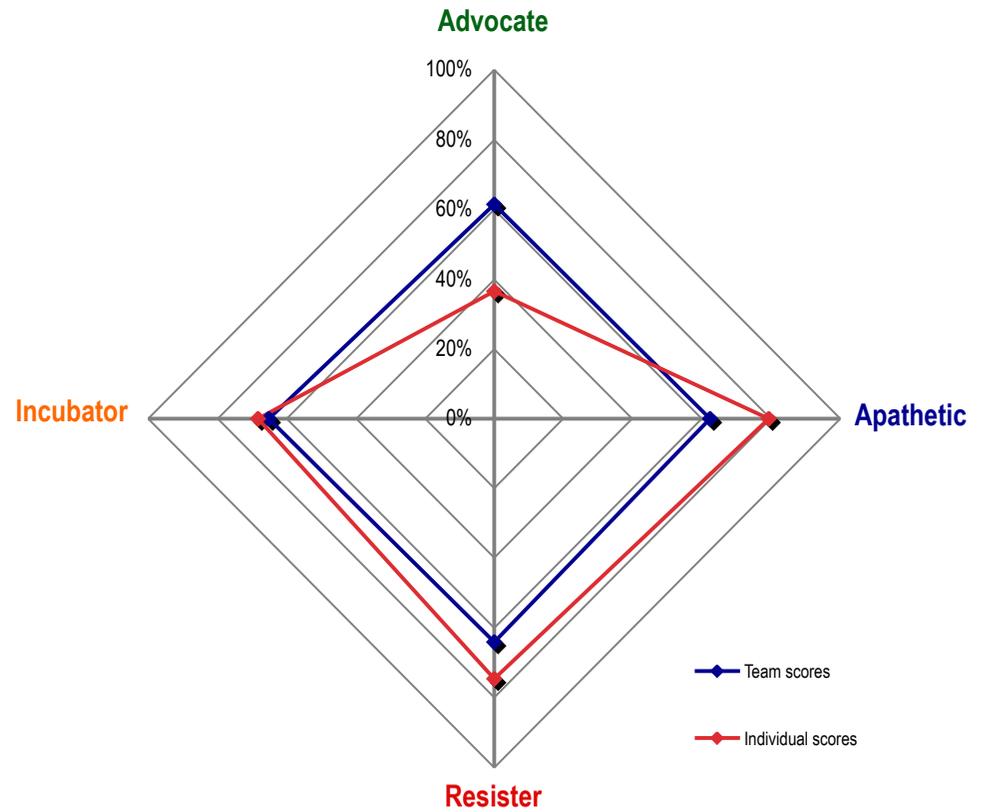


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Transition scores		
Advocate + Incubator	105	Reflective Approver
Advocate + Apathetic	116	Optimistic Pragmatist
Resister + Incubator	143	Cautious Critic
Resister + Apathetic	154	Detached Challenger



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Advocate + Incubator = Reflective Approver

A reflective approver considers the change carefully before committing positively. They generally have a favourable response towards change, if they are given the information needed and/or if work colleagues are favourable towards the change. They will be able to rationalise and articulate the reasons for change. They can be very influential in persuading others to be advocates.

Advocate + Apathetic = Optimistic Pragmatist

An optimistic pragmatist will see the positive aspects of the change and how it will work in reality, once the change has moved from theory to action. They will become positively engaged with the change once it impacts on their day to day work. They will contribute to the change in a way that helps apply it to work.

Resister + Incubator = Cautious Critic

A cautious critic reflects on change and tends to notice the flaws. They often base their views on experience of similar situations which have not worked well in the past. They can be (often wrongly) viewed by others as being negative about the change. They notice overlooked details and possibilities in the change that have been missed by others.

Resister + Apathetic = Detached Challenger

A detached challenger stays apart from the change directly, but will be noticing the flaws and problems with the change. They do not tend to get involved in the change, until it impacts directly on their day to day work. Once it does impact, they often see the flaws related to the change and they are likely to challenge it.