Assessing the Climate of Readiness for Change

Take the temperature of your project’s climate by working through the questions

The big picture questions:

- What are your intended impacts and perceived benefits?
  - What is the legacy you intend your project to leave?
  - What impacts will it have and who will it benefit?
- Who are the targeted potential adopters?
  - Who are the people with whom the project seeks to engage and transfer project outcomes to for the purpose of change?

Project questions:

- To what extent does the project address an evident need?
  - This may be signalled by data, findings/recommendations of previous projects, support from key people and groups, and momentum for change which already exists in the sector.
- In what ways does existing knowledge ground and inform the project?
  - Consider relevant literature, previous research, internally funded grants that have seeded the project idea.
- How feasible will implementation of project outcomes be?
  - Think about costs of implementation (both within the project and beyond it), whether adopters would have the time (and see the benefits of adoption), what obstacles to implementation exist and how they will be overcome.

System questions:

- Do you have people who are change enablers ready to support the project?
  - Who can broker, champion, provide expertise, and support the changes you propose?
- Do you know enough about the culture and structures of the institutions and organisations where change is anticipated?
  - Evaluate your team’s knowledge of how decision-making and change happens, what drivers and obstacles exist for change, and what mechanisms exist for embedding and upscaling.
- Does change seem possible?
  - Consider the degree to which there is a willingness and ability to change, including readiness of leadership to bear resourcing costs of the project outcomes.

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