

Exercise Part 1: A Current Change Initiative

Think of a change you're currently or will be navigating. Complete the following to identify what is changing, why, and what would help you (or your team) move through it.

Change – briefly describe the change you are trying to implement:

Awareness



Desire



Knowledge



Ability



Reinforcement

Awareness

What can you do to build awareness of the need to change?

Desire

What can you do to increase the desire to make the change happen?

Knowledge

What can you do to increase the knowledge of How to Change?

Ability

What can you do to build the skills and abilities?

Reinforcement

What can you do to reinforce and retain the change?

Exercise Part 2: A Current Change Initiative

Expand on your earlier ADKAR worksheet by incorporating the knowledge from Will & Skill and Persuasion Principles.

Change – briefly describe the change you are trying to implement:

Awareness



Desire



Knowledge



Ability



Reinforcement

Awareness

What can you do to build awareness of the need to change?

Desire

What can you do to increase the desire to make the change happen?

Knowledge

What can you do to increase the knowledge of How to Change?

Ability

What can you do to build the skills and abilities?

Reinforcement

What can you do to reinforce and retain the change?

Exercise Part 3: A Current Change Initiative

Expand on your earlier ADKAR worksheet by incorporating the knowledge gained from this session to help yourself and others move up the *Change Curve*

Change – briefly describe the change you are trying to implement:

Awareness



Desire



Knowledge



Ability



Reinforcement

Awareness

What can you do to build awareness of the need to change?

Desire

What can you do to increase the desire to make the change happen?

Knowledge

What can you do to increase the knowledge of How to Change?

Ability

What can you do to build the skills and abilities?

Reinforcement

What can you do to reinforce and retain the change?