

# GET A GOOD START WITH TOOLPACK'S CHANGE READINESS SURVEY

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**Save time and money by discovering  
obstacles and opportunities before you begin.**

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Employees often resist change for many reasons:

- Too many initiatives are happening at once
- There are negative rumors about the change
- Past initiatives have had problems
- Experience has taught that, if they keep their heads down, "this too shall pass."
- This particular change is not seen as necessary, beneficial, or supported by leaders
- Key individuals or groups are opposed to it

Toolpack's change readiness survey is designed to find obstacles to change before they imperil the success of the change effort. It also shows that this initiative is important, and also that employee support is needed.

The Toolpack change readiness survey is customized for each organization, to make sure it fits the current environment. It covers:

- whether people think the change is really needed
- whether people understand the strategy
- whether people feel they *can* and *should* support the change
- how well the change and the reasons for it have been communicated
- the extent to which people feel they can have an impact on the change
- the level of logistical support for the change
- perceived obstacles to change
- why people support or oppose change

## ***Features***

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- Customized to fit your needs
- Easy to understand reports
- Economical

## ***Benefits***

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- Increase success of change efforts
- Reduce and work around resistance
- Increase employee contributions

## ***Pricing***

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Our base package is \$2,400. This includes phone consultations, top-level bar-chart reports with reasonable breakdowns by division, unit, and/or location, and electronic administration via Web for up to 2,500 respondents. We can also do paper surveys, provide on-site consulting, and provide additional analysis and reporting. Those who have tried the Change Readiness Survey have universally agreed that it was instrumental in their projects' success — and that it was well worth the price.

## ***Toolpack Consulting***

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