

Resistance Assessment Worksheet

Note: This worksheet is based on the Prosci® ADKAR® Model. You can use this worksheet in a discussion with a resistant employee or supervisor, or the employee could be asked to provide responses in writing. You can use the responses to understand why there is resistance for the fleet improvement you are making as well as give you ideas on how to support your employee. The administration of this worksheet should be done by the employee's direct supervisor if possible.

1. **Why do you think the change is happening?** For the current change underway, describe the organisation or sector issues that you believe have created a need for change.
2. **Do you support this change?** What factors affect your desire to change? Would you consider yourself in favor of the change, neutral towards the change or opposed to the change?
3. **Do you have the training you need?** Identify the skills and knowledge that you believe are necessary to support the change. On a scale of 1 to 5, how would you rate your current training on these skills and knowledge areas?
4. **Are you having any difficulty implementing these skills and knowledge?** If yes, in what areas? Considering the required skills and knowledge, how would you rate your ability to implement the changes?
5. **Are you getting the support you need?** Is there adequate reinforcement and support for the change going forward? In what areas can we provide additional support or reinforcement?