



Organizational Transformation Readiness

ASSESSMENT

Assessment

This assessment aims to provide a clear, holistic picture of how ready your organization is to undertake and sustain transformation, and to identify where attention, investment, or alignment is most needed before proceeding or scaling.

Respond to all statements based on your current organizational reality, not future intentions. Where possible, draw from existing data (engagement surveys, observations, operational metrics). Use the notes section to capture evidence, contradictions, or potential risks.

Dimension	Statement	Score (1 = Strongly disagree, 5 = Strongly agree)	Notes
Emotional readiness	Employees express curiosity and energy about change.		
	Emotional signals (tone, questions, feedback) suggest belief in the transformation.		
	There is limited visible fatigue, resistance, or cynicism about past changes.		

Cultural readiness	People are comfortable experimenting, learning, and working in ambiguity.		
	Informal norms support collaboration, feedback, and adaptability.		
	Prior change efforts have created cultural momentum or confidence.		
Leadership readiness	Senior leaders are aligned on the “why” and desired outcomes of the transformation.		
	Leaders actively role-model behaviors required by the transformation.		
	Leaders can confidently explain the vision and guide others through uncertainty.		

Structural readiness	Workflows, systems, and structures enable new ways of working.		
	Decision-making is timely, decentralized where appropriate, and transparent.		
	KPIs, roles, and processes are being adapted to fit the transformation goals.		
Governance readiness	Roles and responsibilities for the transformation are clearly defined.		
	Decision rights are structured across strategic, tactical, and operational levels.		
	Governance bodies (e.g., steering committees, workstreams) function effectively.		

Sponsorship readiness	Sponsors consistently advocate for the transformation across forums.		
	Sponsors ensure resources (budget, talent, access) are secured and protected.		
	Sponsors model the change and respond to resistance with engagement.		



Readiness Action Plan

Based on the assessment, use this grid to identify and prioritize areas that require immediate attention. Focus on dimensions with low scores, conflicting evidence, or significant risks. This step helps translate insights into targeted actions.

EXAMPLE

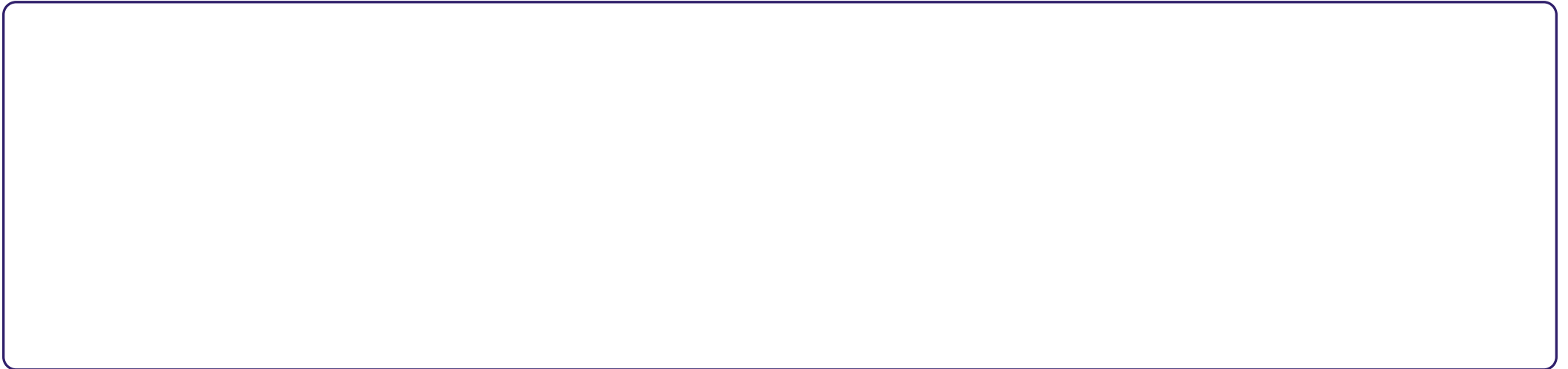
Priority area	Issue/weakness	Consequences if unaddressed	Recommended action
Leadership readiness	Leaders are misaligned about the narrative	Mixed messages, resistance	Conduct alignment sessions, provide a communication guide.

Reflection Prompts

What surprised you most in this assessment?



Where is early momentum most likely to build?



What's one area that—if strengthened—would unlock others?



Where should you pause, adapt, or resequence before moving forward?

