TRUE GROWTH™

Readiness for Change Assessment

Instructions: Please circle a number to indicate the degree you agree with each statement using the Likert Scale printed below.

1 = Strongly Disagree
2 = Disagree
3 = Moderately Disagree
4 = Moderately Agree
5 = Agree
6 = Strongly Agree

1. I am not aware of any "personal issues" that are causing problems for me.	1	2	3	4	5	6
2. I've been thinking that I might want to change something about myself to improve the quality of my life.	1	2	3	4	5	6
3. I am preparing to spend more time on defining my core values and life purpose.	1	2	3	4	5	6
4. I've been learning about me so I can continue improving the quality of my life.	1	2	3	4	5	6
5. I am not aware of any changes that I need to make to improve my life.	1	2	3	4	5	6
6. I am hoping to participate in a process that will help me to better understand myself.	1	2	3	4	5	6
7. I intend to do something that will help me live my core values that will lead to a more fulfilled life.	1	2	3	4	5	6
8. At times it is difficult for me to live my life's purpose, but I'm working on it.	1	2	3	4	5	6

Please Continue On Next Page

1 = Strongly Disagree
2 = Disagree
3 = Moderately Disagree
4 = Moderately Agree
5 = Agree
6 = Strongly Agree

9. I suppose that I have some "personal issues" that interfere with the quality of my life, but there is nothing I really need to change.	1	2	3	4	5	6
10. Sometimes I am aware of "personal issues" that I should work on to improve.	1	2	3	4	5	6
11. It is time for me to take life more seriously by defining my core values and life purpose.	1	2	3	4	5	6
12. I am really working hard to lead a happier, more enriched life.	1	2	3	4	5	6
13. I fail to see the benefits I will receive from participating in a personal improvement process.	1	2	3	4	5	6
14. I wish I had more ideas on how to improve my quality of life.	1	2	3	4	5	6
15. I am making changes that will help me to fulfill my life purpose.	1	2	3	4	5	6
16. Even though I am not always successful at living my core values, I am at least working to improve.	1	2	3	4	5	6

Please Continue On Next Page

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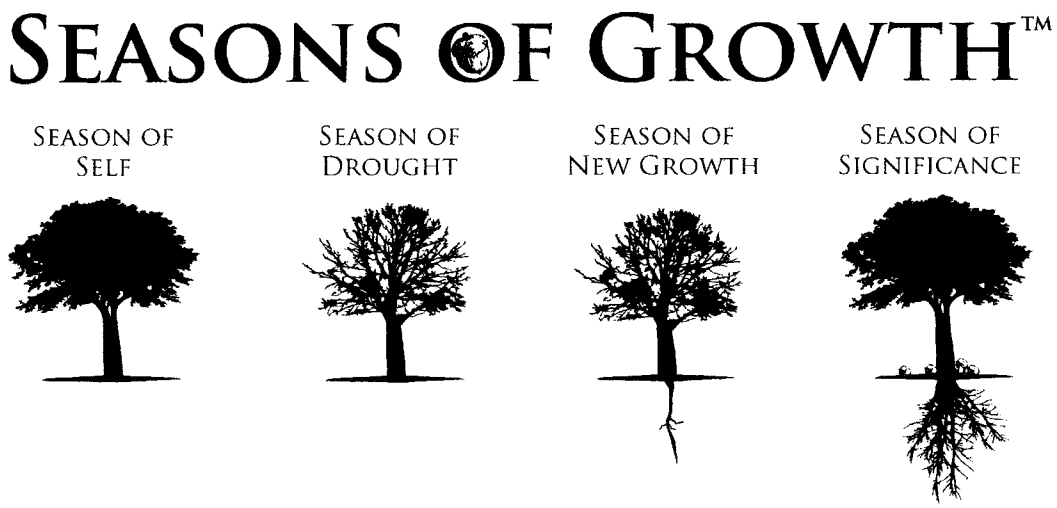
17. All of us have "personal issues," so why spend time talking about them?	1	2	3	4	5	6
18. Perhaps I can participate in a process to learn more about myself that will help improve the quality of my life.	1	2	3	4	5	6
19. I am focusing more time on improving the quality of my life.	1	2	3	4	5	6
20. I am working to maximize living my core values.	1	2	3	4	5	6
21. I would rather cope with my own "personal issues" than try to change them.	1	2	3	4	5	6
22. I hope participating in a process to learn about myself will provide good advice to me.	1	2	3	4	5	6
23. I've been thinking about improving the quality of my life and would like some help.	1	2	3	4	5	6
24. Anyone can talk about living his/her core values, but I am actually doing something about it.	1	2	3	4	5	6

SCORING

Please transfer your ratings from the answer sheet to the following boxes and add your totals. Your highest number represents the stage of change you are presently experiencing. In the case of a tie, the highest level of change

Self		**Drought**		**New Growth**		**Significance**	
Q#		**Q#**		**Q#**		**Q#**	
1		2		3		4	
5		6		7		8	
9		10		11		12	
13		14		15		16	
17		18		19		20	
21		22		23		24	
Total		**Total**		**Total**		**Total**	

Scoring: Your highest score places you in one of the four seasons. Should you have two or more high scores that are very nearly the same, your data suggests that you may be in a state of transition.



1. **Season of Self:** You are currently in the **Season of Self** stage of personal growth. Individuals who reside in this stage have no intention to change behavior in the foreseeable future. These individuals are either naively not accepting responsibility for their well-being or unaware of the need for change which may manifest itself by actively resisting the awareness of the need for or benefits to improve their lives. Individuals within this stage may express a "hollow wish" to improve their quality of life, but resistance to recognizing or modifying a problem is the hallmark of **Season of Self**.

Season of Self individuals perceive training and other development activities as a waste of time and typically do not volunteer to participate in such endeavors. They may even actively resist participation and be quite vocal in their resistance. They will feel coerced to participate and may express that if other people changed everything would be fine.

In accordance with our 7-Step Personal Change Process©, these individuals are locked in Step One: Accepting Responsibility and Step Two: Recognizing the Need to Change. Individuals within the **Season of Self** need to understand and accept that they are responsible for improving their quality of life. Additionally, these individuals need to recognize that the negative energy associated with the **Season of Self** exceeds any positive energy associated with being in this season. Some individuals may benefit from a multi-rater assessment to help recognize the need to change, while others are locked in this stage and will not recognize the need to change.

2. **Season of Drought:** You currently reside in the **Season of Drought** stage. Individuals who reside in this change stage are aware of a need to improve the quality of their life and are hungry for something better (Example: They begin to take their core values seriously). They have the feeling that into self is a very lonely place, but have not made a true commitment to embrace the disciplines required to change. Individuals can be stuck in the **Season of Drought** stage for a long period of time.

   Individuals residing in this change stage may express some resistance to a process to improve their personal lives because they are undecided what needs to be improved or the most effective way to proceed. These individuals may also question the personal benefits that can be achieved by "taking their life more seriously."

   In accordance with our 7-Step Personal Change Process©, these individuals need to work on creating an epidemic of frustration to drive the need to change. This epidemic is created when individuals emphasize the disadvantages of their present situation instead of the advantages. Individuals residing in the **Season of Drought** can also benefit from the energy derived from recognizing that the advantages associated with living a values-based life exceed the disadvantages associated with remaining the same.

3. **Season of New Growth:** You currently reside in the **Season of New Growth** stage. Individuals in this change stage are intending to take action very soon. They may be questioning how to improve themselves or may have already initiated minor actions to do so.

   Individuals residing in the **Season of New Growth** stage will participate in a process to define their core values and may have even taken "baby steps" to change, but they're still kidding themselves about getting better. In spite of the slight improvement, these individuals have not reached the final decision to make a full effort to change.

   In accordance with our 7-Step Personal Change Process©, these individuals need to create an epidemic of a willingness to change which is Step Four in the 7-Step Personal Change Process©. This excitement to participate in the change effort is created by emphasizing the

advantages and personal benefits that will be achieved by participating in a change process that will help them define and live their core values.

4. **Season of Significance:** You are currently in the **Season of Significance** stage of change. Individuals in this stage are actively involved in living life to the fullest and to making a positive impact upon the lives they touch. They have discovered their life purpose and core values. Most importantly, they have defined and are living the core disciplines that bring their values to life. These individuals are exhibiting the commitment to do whatever it takes to be the "best they can be" and "live life to its fullest."

   These individuals will volunteer to participate in any activity designed to improve the process of living. These individuals can serve as leaders by encouraging others to participate and benefit from the process of maximizing one's potential.

   In accordance with our 7-Step Personal Change Process©, these individuals have moved to Step 6, Personal Change. They are willing participants and are working hard to improve their lives. They recognize that life on earth is "not a dress rehearsal" and have accepted the challenge to enjoy life's many blessings and to maximize their enjoyment of the living process. They enjoy making a positive impact upon the lives they touch and understand that the most fulfilling purpose in life is being a part of something greater than self.

References:

Cole, Michael, Harris, Stanley, & Field, Hubert. (2004) Stages of Learning Motivation: Development and Validation of a Measure. *Journal of Applied Social Psychology, 34,* 1421 – 1456.

Harris, Stanley & Cole, Michael. (1999) *A Stages of Change Perspective on Motivation to Learn in a Leadership Development Context.* Paper presented at the Academy of Management Meeting in Chicago, IL.

McConnaughy, Eileen, DiClemente, Carolo, Prochaska, James & Velicer, Wayne (1989) Stages of Change in Psychotherapy: A Follow-up Report. *Psychotherapy, 26*, 494 - 503

Prochaska, James, DiClemente, Carlo, & Norcross, John. (1992) In Search of How People Change. *American Psychologist, 47,*1102-1114.

To learn a blueprint to manage the inherent energy systems in personal and organizational change, read sections three (page 87) and four (page 137) in **People-$mart Leaders: Maximize People, Performance and Profits** co-authored by Larry Cole, Ph.D. and Michael Cole, Ph.D. For more information about the book contact Larry @ lcole@cei.net or 800-880-1728.