

Assessing Readiness for Change

*The Organizational Change Recipients' Beliefs Scale (OCRBS)**

For the Healthy Start Interconception Care Learning Community

The Organizational Change Recipients' Beliefs Scale (OCRBS) is a 24 item assessment tool that has proven useful and effective in assessing organizational readiness, as well as adoption, and institutionalization of a change. It has been validated in multiple settings, for different types and sizes of organizations.

This self-report questionnaire can be administered at various stages of the change process and can provide 1) a measure of current buy-in among change recipients; 2) an assessment of barriers to successful organizational change; and 3) a foundation for increasing buy-in among organizational change recipients.

For the Interconception Care Learning Community (ICC LC) Project, this is a particularly useful tool for Healthy Start Project Directors to determine their organization's readiness to make a change in one aspect of interconception care (e.g. community partnerships; use of tools; promotion of evidence-based or promising practices; etc.) that results in a measureable improvement.

* For the ICC LC, this tool was slightly modified. The original assessment instrument can be found in: Armenakis A., Bernerth J., Pitts J., and Walker H. (2007). Organizational Change Recipients' Beliefs Scale: Development of an Assessment Instrument. *Journal of Applied Behavioral Science* 43; 481. Downloaded from <http://jab.sagepub.com> by on May 5, 2009.

Instructions:

Please complete the OCRBS about making a change to improve interconception care in your Healthy Start community. First, print two copies of the second page of this document (the one with 24 questions and pink lines).

Next, two people should complete this assessment by answering the questions based on their point of view. The Healthy Start Project Director is the first individual who should complete this organizational readiness assessment. The Project Director should select one other staff person in the Healthy Start project to complete the assessment.

Submit your completed assessments (page 2 with answers checked) via fax to Andrea Brand 617-386-8335

Deadline Friday, June 19, 2009.

Assess Your Readiness for

Organizational Change

Make a check or X in the box that best fits your perception.

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
1. This change will benefit me.					
2. Most of my respected peers embrace the proposed organizational change.					
3. I believe the proposed organizational change will have a favorable effect on our operations.					
4. I have the capability to implement the change that is initiated.					
5. We need to change the way we do some things in this organization.					
6. With this change in my job, I will experience more self-fulfillment.					
7. The top leaders in this organization are "walking the talk."					
8. The change in our operations will improve the performance of our organization.					
9. I can implement this change in my job.					
10. We need to improve the way we operate in this organization.					
11. The top leaders in our organization support this change.					
12. The change that we are implementing is correct for our situation.					
13. I am capable of successfully performing my job duties with the proposed organizational change.					
14. We need to improve our effectiveness by changing our operations.					
15. The change in my job assignments will increase my feelings of accomplishment.					
16. The majority of my respected peers are dedicated to making this change work.					
17. When I think about this change, I realize it is appropriate for our organization.					
18. I believe we can successfully implement this change.					
19. A change is needed to improve our operations.					
20. My immediate manager is in favor of this change.					
21. This organizational change will prove to be best for our situation.					
22. We have the capability to successfully implement this change.					
23. We need to improve our performance by implementing an organizational change.					
24. My immediate manager encourages me to support the change.					

Name of Healthy Start Project: _____

Role of person who completed assessment (check one): _____ Healthy Start Project Director _____ Healthy Start staff

Thoughts about change in the context of the Healthy Start Interconception Care Learning Community

What is the "change" this questionnaire asks about?

Each Healthy Start project is being asked to **change the way they conduct their interconception care activities**. This is the change you should be thinking about as you complete the assessment.

You have not yet determined what exactly you might change. For your project, you might adopt: new ways to train staff, different ways of linking with community, modified approaches for engaging consumers, evidence-based tools, or something else.

This organizational readiness assessment does not require that you know now what exactly the changes (or results) will be. For now, you are being asked how you feel about change, what supports you perceive you have, and if you have the will to change.

Thank you for completing this assessment. It is designed to help you prepare for participation in the ICC Learning Community and to help the project team develop technical assistance to meet your needs.