



Enterprise Pursuits

The Five Assessment Questions

1. Do people in your organization understand why this change is necessary—and why it's happening now?
1 (No awareness) – 2 – 3 – 4 – 5 (Crystal clear to all)

Notes/Comments:

2. Is there visible, vocal support from both top executives and informal leaders?
1 (None) – 2 – 3 – 4 – 5 (Consistent and public)

Notes/Comments:

3. Do you know exactly who will be most impacted by this change—and how they genuinely feel about it?
1 (No idea) – 2 – 3 – 4 – 5 (Clear and confirmed)

Notes/Comments:

4. Have barriers and sources of resistance been openly surfaced and discussed?
1 (Not discussed at all) – 2 – 3 – 4 – 5 (Fully transparent/actively addressed)

Notes/Comments:

5. Is there a clear, structured plan for communication, support, and ongoing feedback throughout the change?
1 (Nothing formal) – 2 – 3 – 4 – 5 (Documented/two-way/multi-phase)

Notes/Comments:

Scoring:

- Add up your numbers for all five questions (Maximum score: 25)
- 21–25: Green light—high readiness, proceed with confidence.
- 16–20: Yellow—address gaps before moving forward.
- 11–15: Red flag—pause and fix core issues first.
- 5–10: Stop—address major risks and build trust before launching.

Discussion Section:

Use this space to record recurring comments, concerns, or ideas that come up as you discuss scores with your team.

Next Steps/Action Items:

List specific follow-ups for any score below 3, assign owners, and agree on when to reassess.