

Are you an effective change agent at your institution?

Self assessment

1. I am clear about the potential benefits for change to my institution and other stakeholders.

Yes Somewhat No

2. I communicate clearly and consistently the rationale behind my call for change and I articulate a *better* future, not just a different one.

Yes Somewhat No

3. In fostering change at my institution, I realize that collaboration, partnerships and establishing goodwill are essential in achieving short-term and long-term “wins.”

Yes Somewhat No

4. I actively try to balance my actions between pressure to accelerate change and a patient, long-term perspective.

Yes Somewhat No

5. I expect to face unexpected challenges when fostering change at my institution.

Yes Somewhat No

6. I communicate common messages about change and a set of objectives to different key stakeholders in ways meaningful to each group.

Yes Somewhat No

7. I widely disseminate change-related “progress” reports, data and information across my stakeholder groups.

Yes Somewhat No

8. I collaborate with appropriate advocates (e.g., faculty, administrators, students, staff) at all institutional levels to support my central change agenda through specific activities and structures.

Yes Somewhat No

9. I am aware of the campus expectations, beliefs and norms that can advance or inhibit my change agenda.

Yes Somewhat No

10. In working toward change, I strive to set realistic deadlines with others and avoid premature decisions that may have to be overturned later.

Yes Somewhat No

(Adapted from *On Change V: Riding the Waves of Change: Insights from Transforming Institutions*)