

KNOWLEDGE IS POWER:

UNDERSTANDING THE CH

PRESENTED BY

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CHANGE CURVE TOOL

A TOOL FOR IDENTIFYING WHERE SOMEONE IS IN THEIR CHANGE JOURNEY



INSTRUCTIONS FOR USE

- **VALUE:** The value of this tool is being able to chart where a person is in their change journey. It also creates compelling data when a team or dept of people are able to see where they are at collectively in this experience.
- **USAGE:** Follow these easy steps
 - Identify the change or changes you are interested in tracking: Note it on the top of the tool (next slide)
 - Identify the person or people you are interested in tracking: get them together along with a facilitator
 - Explain the change curve concepts to the person or group
 - Explain the phases of change (left to right) across the top of the tool
 - Explain the emotional journey that goes across the phases (with adjectives, milestone stars and decision to change)
 - Ask the person or group where they see themselves in this journey (right now) as it relates to the change you are tracking. Have them identify on the curve where they see themselves and explain why if desired.
- Use this tool to ask frequently if the person or group is moving through the change experience, or what support they might need to get them through it. Monitor its use.



THE CHANGE CURVE TOOL

NAME OF CHANGE INITIATIVE:

