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Parish Change Readiness Assessment

|  |  |  |
| --- | --- | --- |
| **Date:** |  | **Time in Role @ Location** |
| **Site #:** |  |  |
| **Pastoral Unit #:** |  |  |
| **Parish Name:** |  |  |
| **Pastor:** |  |  |
| **Pastoral Coordinator:** |  |  |
| **PA Administration:** |  |  |
| **Other Contact:** |  |  |
| **Archdiocese Project Coordinator:** | Bryan Gummersall ([bryan@ptechs.com](mailto:bryan@ptechs.com)) |  |

# PARISH ATTRIBUTES ASSESSMENT

Perceived need for change among parish staff and leadership:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Compelling need for change is visible -  employees are dissatisfied with the current state | | | Parish staff do not view change as necessary -  staff are satisfied with the current state | |
| 1 | 2 | 3 | 4 | 5 |

Impact of past changes on parish staff:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Parish staff perceive past changes as positive | |  | Parish staff perceive past changes as negative | |
| 1 | 2 | 3 | 4 | 5 |

**Examples:**

Change Capacity:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Very few changes underway | |  |  | Everything is changing |
| 1 | 2 | 3 | 4 | 5 |

Changes underway:

Past Changes:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Changes were successful and well-managed | | Many failed projects and changes were poorly managed | | |
| 1 | 2 | 3 | 4 | 5 |

Past Change Examples:

Shared vision and direction for the organization:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Widely shared and unified vision | |  | Many different directions and shifting priorities | |
| 1 | 2 | 3 | 4 | 5 |

Resources and funding availability:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Adequate resources and funds are available | |  | Resources and funds are limited | |
| 1 | 2 | 3 | 4 | 5 |

Parish’s culture and responsiveness to change:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Open and receptive to new ideas and change | |  | Closed and resistant to new ideas and change | |
| 1 | 2 | 3 | 4 | 5 |

Parish reinforcement:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Parish staff are rewarded for risk taking and embracing change | |  | Parish staff are rewarded for consistency and predictability | |
| 1 | 2 | 3 | 4 | 5 |

Leadership style and decision making:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Centralized |  |  |  | Distributed |
| 1 | 2 | 3 | 4 | 5 |

Pastor experience leading change:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Pastor demonstrates  effective sponsorship on change projects | |  | Pastor lacks sponsor  skills and knowledge | |
| 1 | 2 | 3 | 4 | 5 |

Pastoral Assistant’s experience leading change:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Pastoral Assistants are highly competent at managing change | |  | Pastoral Assistants lack the knowledge and skills for managing change | |
| 1 | 2 | 3 | 4 | 5 |

Parish staff experience managing change

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Parish staff are highly competent at managing change | |  | Parish Staff lack the knowledge and skills for managing change | |
| 1 | 2 | 3 | 4 | 5 |

|  |  |
| --- | --- |
| Total Parish Readiness Score out of 60 |  |

A score of 35 or higher indicates a change resistant organization that will require more change management for the project to be successful.

# RISK ASSESSMENT GRID

60

Change Resistant

|  |  |
| --- | --- |
| **Medium Risk** | **High Risk** |
| **Low Risk** | **Medium Risk** |

**30**

**Organization Characteristics**

Change Ready

Small Change ***New Engagement System*** Large Change

### Change Characteristics