

## Social Movement Action Framework: Receptivity to change Assessing your group’s energy domains

To be ready to engage in a change process, set goals, build momentum and achieve results, teams need energy. It can be helpful to measure a team’s energy for change to determine the current state and see where energy is being depleted or enhanced.

Energy for change includes five areas or domains including social, spiritual, psychological, physical and intellectual. These are defined as follows:

Energy type	Description
<b>Physical energy</b>	Is about making people making progress, moving change forward, achieving goals and getting things done. When present, it reflects an ability to be adaptable, flexible and responsive to change processes.
<b>Psychological energy</b>	Is about people having courage, hope, positivity, resilience and a willingness to take risks. When present, it reflects a high level of trust and support for leaders – whether informal or formal – and their vision for change.
<b>Social energy</b>	Reflects the relationships and level of connection and engagement between people. When present, people feel a sense of “we-ness”, and engage in partnerships and collaborations.
<b>Spiritual energy</b>	Reflects people’s commitment to a vision, shared values and purpose. When present, it inspires and gives people the confidence to move beyond the current state (or status quo) and seek to achieve new goals. It acknowledges that people’s commitment, satisfaction and focus are driven by what they collectively value the most.
<b>Intellectual energy</b>	Reflects people’s capacities of thinking, planning and analyzing. When present, it integrates logic and evidence to support change, direct processes and evaluate outcomes.

Every day, a team’s energy levels rise and fall – this is normal. All five types of energy are dynamic, interrelated and can be influenced by factors such as the work setting and the current circumstances or context in which we are living. While there are no standards or benchmarks regarding what level of energy is needed for each domain, higher levels are considered an asset.

Instructions:

Read each of the 20 statements in the table below and think about how well the statement reflects the dynamics of energy domains within your group. Rate each statement on a five-point Likert scale from strongly disagree to strongly agree.

For change teams, consider carefully whether those completing the scale need to include their name or if they can remain anonymous as this may influence their responses. Review and calculate your group's aggregated totals. Share the results with the group and use these to discuss the current levels of energy.

**Assessing your group's level of energy domains**

Domain of energy	Statement	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
		1	2	3	4	5
<b>Social</b>						
	There are strong relationships between the members of our group.					
	Our work feels important to us.					
	There is a sense of unity as we work together.					
	We feel personally connected to our work.					
<b>Spiritual</b>						
	We believe in what we are doing.					
	We have a shared sense of purpose in our work.					
	We have common values that align with our work.					
	We are allowed to do our work, and do not feel coerced.					
<b>Psychological</b>						
	We are confident that we can complete our work.					
	We are determined to overcome any challenges or setbacks related to our work.					
	We feel safe to make changes and take risks.					
	We are confident that we can sustain our work.					
<b>Physical</b>						

	We are making progress and taking action.					
	We are able to make changes, as needed.					
	We have the time we need to work on the change.					
	We are all committed to getting things done and reaching our goals.					
<b>Intellectual</b>						
	We have the time to focus on the work we are doing.					
	We can use information to make decisions regarding our work.					
	We can be creative to make plans and decisions.					
	We are able to think strategically and determine what needs to happen to achieve the change.					

Adapted from Land, M., Hex, N., & Bartlett, C. (2013). Building and aligning energy for change. *A review of published and grey literature, initial concept testing and development.*

<http://ihpme.webservices.utoronto.ca/Assets/IHPME+Digital+Assets/IHPME/hpme/events/bevan/bevan-bldg-align-lit-review.pdf>

\*Can also refer to a change team, staff, an organization or a community that is working together to achieve a change.