

LEADING CHANGE TOOLKIT™

TO HELP CHANGE AGENTS AND
CHANGE TEAMS MAKE LASTING
IMPROVEMENTS IN HEALTH CARE



Social Movement Action Framework Worksheet: Determining whether change is valued

The origins of any social movement are a shared concern that is valued and one that can mobilize individual and collective action in response to a prioritized need for change. As many organizations have competing priorities for change, it can be helpful for change agents to determine whether change is valued by colleagues and others to be able to gauge if there is ample support to move ahead with a change initiative.

Instructions: Ask the following guiding questions to colleagues and others (e.g., support staff), preferably as a group. Use responses to determine the overall support and valuing of the change.

| Guiding Questions | Responses |
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| 1. Do colleagues and others value the change and believe it is credible? Why or why not? If there is support for the change, does the rationale differ from that of the change team? | |
| 2. Do colleagues and others believe that the change aligns with their professional values, beliefs, and norms? | |
| 3. Do colleagues and others believe that the change aligns with organizational values, beliefs, and norms? | |

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| 4. Do colleagues and other believe that the change can advance shared goals, such as improved health outcomes? | |
| 5. Do colleagues and others value one or more parts the change the most? Why? | |
| 6. Do colleagues and others believe the change is needed? Is needed now? If not, are there other priorities that are timelier or more pressing? | |

SOURCES: Adapted from Arnold et al., 2018; del Castillo et al., 2017