

Social Movement Action Framework worksheet: Determining whether change is valued and necessary

The origins of any social movement are a shared concern or strongly desired change that is valued and necessary. As many organizations have competing priorities for change, it can be helpful for change teams to assess whether the change is also valued by colleagues and others. This will help you to determine if there is support available to move ahead with the change.

Instructions:

- 1) Step 1:** As a change team, identify and describe the proposed change based on a shared concern using the guiding questions
- 2) Step 2:** Pose the guiding questions to colleagues and others (for example, support staff) regarding the proposed change – preferably as a group. Use the responses to determine the overall support and valuing of the change.

Step 1:

Guiding questions for the change team	Responses
1. What is your shared concern (example: increasing rates of falls)?	
2. What is your proposed change (example: to implement a clinical guideline and use recommendations to inform)?	

Step #2

Guiding questions for colleagues and others	Responses
1. Do colleagues and others value the change? Do they believe it is credible and necessary?	
2. If there is support for the change, does the rationale differ from that of the change team (examples: cost savings, time efficiency)?	
3. Do colleagues and others believe that the change aligns with their professional values, beliefs, and norms?	
4. Do colleagues and others believe that the change aligns with organizational values, beliefs, and norms?	
5. Do colleagues and others believe that the change can advance shared goals, such as improved health outcomes?	
6. Do colleagues and others value one or more parts of the change more? Why or why not?	
7. Do colleagues and others believe the change is needed? Is it 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