

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

Receptivity for change is influenced in part by the level and types (or domains) of energy present by a group* involved in a change. There are five domains of energy; each is interrelated and can support (or detract) from another. The level and proportion of the energy domains vary depending on the setting and context and there are no benchmarks or standards on what level and types are needed for change. It is normal for groups to have high levels of energy expended when undergoing change followed by lower levels for time to reflect and renew; this flow of energy is normal to create balance (Land et al., 2013).

Instructions:

1. Read each of the statements in the table below and think about how well the statement reflects the dynamics or energy domains within your group in which the change is occurring. Rate each statement on a five-point Likert scale from strongly disagree to strongly agree. Review your group’s aggregated totals and use these to discuss the levels of energy for the five energy domains.

Remember:

- Many groups pay the most attention to and over-rely upon the domains of physical and intellectual energy to achieve change. To achieve activism energy, attention must also be paid to the psychological, spiritual and social domains.
- The group’s leaders (e.g., members of a change team) must be stewards of energy to be able to mobilize and inspire others to take action. However, no one person has high levels of energy in all of the domains.
- Remember that energy domains can shift over time in response to the current context and that measuring the energy domains can provide a baseline.

Assessing your group’s level of energy domains

Domain of energy	Statement	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
		1	2	3	4	5
Social						

	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.					
Spiritual						
	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, versus feeling coerced.					
Psychological						
	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.					
Physical						
	We are making progress and taking action.					
	We are able to make changes, as needed.					
	We have sufficient time to work on the change.					
	We are all committed to get things done and reach our goals.					
Intellectual						
	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.					
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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, a community, etc.... that is working together for a change initiative.