Organizational Readiness for Implementing Change (ORIC)

Tool's Purpose

To measure organizational readiness according to Weiner (2009)'s theory of organizational readiness for change. The Organizational Readiness for Implementing Change (ORIC) measures organizational members' shared resolve to implement a change (change commitment) and their perceived collective capabilities to implement the necessary change (change efficacy) (Shea et al., 2014).

Brief Tool Description

- 12 items scored using a 5- point Likert scale. Two factors:
    - Change commitment (5 items)
    - Change Efficacy (7 items)

Knowledge to Action Framework Phase(s):

- Assess barriers/facilitators to knowledge use
- Monitor knowledge use

Available Languages: English

Source to Access Tool:
- [ORIC article (tool is an additional file)](#)
- Dr. Christopher M. Shea
    - Primary author of tool development paper
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Development Article/ Psychometric Article

Shea, C. M., Jacobs, S. R., Esserman, D. A., Bruce, K., & Weiner, B. J. (2014). Organizational readiness for implementing change: a psychometric assessment of a new measure. *Implementation science*, *9*(1), 1-15. https://doi.org/10.1186/1748-5908-9-7