

# TASCworks™ Change Boxes

**To enable a successful change, ensure that each of the boxes are addressed**

## **Awareness**

Clear expectations exist for stakeholders - The “what’s in it for me” is clear (WIIFM), Everyone understands the need for the change, the risks of not changing, and their role in the change

## **Resources**

The tools, resources, and materials to achieve change goals are in place; there is access to leadership, there is sufficient personnel, supporting work processes are in place; clear and relevant guidance on how to do the job exist

## **Consequences**

Consequences support the desired behaviors; Old behaviors are not rewarded, relevant feedback about the adequacy of performance is provided; Reinforcement is used to sustain the change

## **Knowledge**

Training & education is in place to support “how to change;” Includes plans for: new behaviors, new process, new tools, new systems, skills, resistance, and job roles

## **Capacity**

The stakeholders have the competence to do the job we are asking them to do; They can turn knowledge into action; The right people are being asked to do the job; and, there all competing objectives have been removed

## **Attitude**

There is demonstrated willingness to support and engage in the change  
How are the stakeholders reacting to the change (resistant, receptive, instinctive, resilient)?