

# Working on the Work

## ANTICIPATION GUIDE

Are you ready to lead change? For each of the statements about change that follow, mark true or false in the *before reading* column based on your current understanding. After reading about the 10 principles of change, return to this anticipation guide and mark your *after reading* responses. Assess and consider the changes.

Before Reading		Change Statements	After Reading		Notes
True	False		True	False	
		1. An entire organization does not change until every individual changes.			
		2. The most important interventions to facilitate change are structural.			
		3. A differentiated approach to address resistance is necessary to move change work forward.			
		4. Top-down mandates can work quite well in prompting change.			
		5. There are two important dimensions that affect change efforts: physical features and people factors.			

Note: Answers available on p. 145.

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