

New Initiative/Change _____

DIRECTIONS

1. How accepting will each of your direct reports/management team members be of the changes this new initiative (or initiatives) will bring about? Use the following scale to rate them:
 - 1 = Committed
 - 2 = Hesitant
 - 3 = Resistant
2. List reasons for your rating based on any behaviors they exhibit.
3. Think of how the person’s assumed DiSC® profile* may impact their behaviors.
4. What Leadership Role* will you need to play with this manager: Teacher, Coach, Mentor, Champion
5. How can you leverage those managers who are already committed to the change to gain commitment from those who are hesitant or resistant? Include specific actions you can take.

***NOTE:** This assessment is excerpted from MOHR Retail’s [Leading Change program](#), which includes debriefings and application of the DiSC® profile and discussions and strategies for flexing leadership roles to maximize productivity and build strong team relations. Store Support Leaders and Retail Multiunit Leaders also learn:

- **Comfort Zone model** to understand where most learning takes place
- How to **communicate one-on-one and in groups**, and the dynamics involved with each type of meeting
- A **Change Management model** to identify developmental, incremental, and transformational changes and time needed to understand and accept each
- **How to prepare** to communicate change
- **Discussion strategies** for communicating and following up

MANAGER (initials only)	ACCEPTANCE LEVEL 1-3 (see scale above)	REASON(S) FOR RATING – BEHAVIORS THEY EXHIBIT	ASSUMED DISC® PROFILE	LEADERSHIP ROLE YOU WILL NEED TO PLAY	ACTIONS TO LEVERAGE TO GAIN COMMITMENT