



Lead Teams

Handout 13

Change Agent Evaluation

Change Agent Evaluation

Tick next to the statement that applies to the roles the change agent should play in this particular change process.

A change agent

- Advocates change; speaks up against the status quo
- Is highly future-oriented, always see the future as different from the past
- Likes to take new paths to reach uncharted territory
- Is passionately convinced about what he or she does
- Looks at change as an opportunity
- Is part of a very influential minority
- Does not get discouraged easily
- Has a broad perspective, makes lots of connections?
- Listens very well; is listened to
- Has the courage to guess and to trust his or her intuition
- Has influence beyond his or her place in the organisation; is not limited by
- Position
- Has little respect for status in its own right.

Source: Firth [2:167].