

# The Change Resistance Drivers ® Test Factsheet

## What is The Change Resistance Drivers ® Test?

The Change Resistance Drivers ® Test is a profiling tool that can be used by coaches and strategic change leaders in times of organisational change and transformation to assess the causes of actual or potentially likely opposition to change.

## The Uses of The Change Resistance Drivers ® Test:

The Change Resistance Drivers ® Test has a range of benefits for individuals and organisations:

- Helps to develop self-awareness.
- Helps strategic change leaders understand and therefore be able to manage the causes of opposition to change.
- Can form the basis of coaching and other supports to individuals during times of change and transformation.

## How was The Change Resistance Drivers ® Test Developed?

The Change Resistance Drivers ® Test was developed by LTT Analytics Director Ben Dobbs - a leadership trainer and executive coach with years of experience in the field working with major companies and organisations internationally on intensive training, coaching and development courses and programmes (in the UK, Saudi Arabia, the UAE, Oman, Qatar, Kuwait, Bahrain, Sri Lanka, Switzerland, Italy, Poland, Macedonia, Russia and China).

Based on Ben's experience with coaching and training strategic leaders as well as supporting managers and staff through coaching in times of change and transition, Ben identified 12 factors, that he referred to as "drivers" that cause individuals to oppose / resist change efforts. This led to the creation of The Change Resistance Drivers ® Test to diagnose the root cause of resistance to change amongst respondents and therefore allow change leaders and managers to take appropriate action.

## What are 12 Change Resistance Drivers ®?

The 12 drivers are:

- Attachment to current state
- Fear of acceptance
- Fear of ambiguity:
- Fear of direct change
- Fear of disruption
- Fear of effort needed
- Fear of failure
- Fear of lack of sense
- Fear of loss of control
- Fear of uncertainty
- Logical case
- Shock

## What do the Questions look like on The Change Resistance Drivers ® Test?

The Change Resistance Drivers ® Test has a total of 36 questions using a 1 to 5 scale for the extent to which a candidate disagrees or agrees with a given statement.

A sample is provided here:

No.	Question	Your Score
1	I genuinely believe things are perfect as they are.	
2	I worry I will look silly if I accept any proposed change without voicing any feedback at all.	
3	I like to know the benefits of any idea proposed to me.	

### Contact:

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