

ORGANIZATIONAL READINESS ASSESSMENTS

for Diversity, Equity, and Inclusion (DEI) and Other Change Management Initiatives

Overview

Below is a non-exhaustive summary of free organizational readiness assessments. Some assessments focus on diversity, equity, and inclusion, while others refer to change management initiatives more broadly.

DEI Readiness Assessment Tools

[Better Organizations by Design](#) offers a simple, qualitative assessment that helps organizations determine if they are ready for a diversity, equity and inclusion initiative. The five questions are:

1. What are the reasons why DEI matters to your organization? What is the motivation behind setting a DEI strategy?
2. Is there a collective internal vision that is results-oriented and identifies DEI goals and actions?
3. Are your company's C-suite, HR and Finance leaders bought into DEI as far as time, people resources and money are concerned?
4. Does the culture of your organization allow everyone to explore their own biases in a safe, transparent way?
5. Do you have a solid understanding of your workforce data to know where you stand versus where you want to be?

[The Meyer Memorial Trusts](#) provides a discussion tool to assess organizational readiness for diversity, equity and inclusion across 12 dimensions: vision, commitment, leadership, policies, infrastructure, training, diversity, data, community engagement, decision making, accountability, and inclusion. An organization can rate itself into one of five categories: not yet started, ready to start, launched, well on the way, or exemplary. The tool describes how each category performs in the 12 dimensions.

Organizational Change Readiness Assessment Tools

[The State of California](#) presents its organizational change management readiness guide. The assessment includes 25 questions and is organized around five pillars: communication, executive sponsorship, stakeholder management, overall readiness, and training. Each question may be answered using a five-point Likert scale.

The guide is meant as a resource for state government agencies but may be adapted for use by other organizations.

[Transforming Solutions Inc.](#) has a six-question online organizational change readiness assessment form that covers executive sponsorship, capacity, continual improvement, clarity of vision, funding, and alignment with business goals. Each question may be answered using a 10-point Likert scale. At the end of the assessment, individuals who complete the form can see their numerical score and a brief narrative interpretation of the score.

Individuals can complete this online form without providing any contact information or requesting services from Transforming Solutions Inc.

[Researchers](#) developed the Organizational Readiness for Implementing Change (ORIC), a 12-question instrument designed to get input from multiple respondents. The questions measure motivations, confidence levels, and other attitudes about the proposed change initiative.

[The University of California, Berkeley](#) published a change management toolkit which includes an organizational readiness assessment on page 16. The assessment includes 24 questions about the organization's level of awareness, desire for the change effort, knowledge base, infrastructure, and ways to reinforce the change.

[ResultsMap](#), a Canadian based group, introduces a nine-question change readiness assessment tool that spans four topics: executive sponsorship, capacity and resources, processes, and culture. Each question may be answered using a five-point Likert scale. At the end of the assessment, individuals who complete the form can calculate their scores and identify their risk as low, medium or high.