



# **Change Management Questionnaire**

**29 February 2008  
Version 1.00**

**MIRAGROUP**

# Miragroup Change Management Questionnaire

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# Miragroup Change Management Questionnaire

## SKILLS

Questions	Y/N
I understand the principles of Programme Management	
I understand the principles of Project Management	
I understand the principles of Business Process Re-engineering, Organisation Design, Systems Development & Implementation	
I have had exposure to most areas of the organisation	
I can explain the functions of all areas of the business	
I understand what the main systems do	
I understand what my organisation needs to achieve and why	

Rating	Score
Programme Management Knowledge	1 2 3 4 5 LOW <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> HIGH
Project Management Knowledge	1 2 3 4 5 LOW <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> HIGH
Understanding of Change Process	1 2 3 4 5 LOW <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> HIGH
Awareness of all Methodologies (process, systems, organisation, people)	1 2 3 4 5 LOW <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> HIGH
Knowledge of most areas of the business	1 2 3 4 5 LOW <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> HIGH
Expert in own area of business	1 2 3 4 5 LOW <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> HIGH
Comprehension of organisation strategy	1 2 3 4 5 LOW <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> HIGH
Understanding of organisation model, e2e process, systems map	1 2 3 4 5 LOW <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> HIGH

Assessment	
Strengths	Weaknesses



# Miragroup Change Management Questionnaire

## CAPABILITIES

Questions	Y/N
I have led Change Programmes/Projects	
I am able to analyse problems effectively	
I observe and understand people's behaviours	
I make clear and well considered decisions for myself	
I'd rather have the best outcome than 'win'	
I can handle being 'wrong' about something	
I am aware of how I feel	
I know how to deal with my own feelings about something	

Rating	Score
Experience making successful change	1 2 3 4 5 LOW <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> HIGH
Problem solving abilities	1 2 3 4 5 LOW <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> HIGH
Appreciation of organisation behaviours	1 2 3 4 5 LOW <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> HIGH
Self leadership	1 2 3 4 5 LOW <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> HIGH
Willingness to take personal risk	1 2 3 4 5 LOW <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> HIGH
Emotional management under stress	1 2 3 4 5 LOW <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> HIGH
Able to think clearly	1 2 3 4 5 LOW <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> HIGH

Assessment	
Strengths	Weaknesses



# Miragroup Change Management Questionnaire

## COMMUNICATION

Questions	Y/N
I have done a lot of presentations	
I usually persuade people of my point of view	
I am willing to adapt my ideas and thoughts based on feedback	
I can usually get people to talk to one another	
I can help people work through their concerns	
I don't mind if people are angry with me	
People usually listen to me	
I don't dominate every conversation	
I think we need to listen more than we speak	
I never outright disregard another person's point of view	
I really enjoy listening to other people's ideas	

Rating	Score
Ability to present	1 2 3 4 5 LOW <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> HIGH
Able to listen	1 2 3 4 5 LOW <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> HIGH
Negotiation	1 2 3 4 5 LOW <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> HIGH
Conflict management	1 2 3 4 5 LOW <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> HIGH
Credibility	1 2 3 4 5 LOW <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> HIGH
Ability to persuade	1 2 3 4 5 LOW <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> HIGH

Assessment	
Strengths	Weaknesses



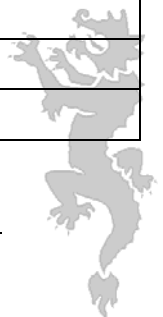
# Miragroup Change Management Questionnaire

## ATTITUDE

Questions	Y/N
I will never outright lie	
I know when I am 'spinning' the truth a little	
I prefer direct questions and answers	
I would never intentionally cause harm	
I am excited by new ways of doing things	
I like to try new things in life	
It's important to me to be part of a team	
I prefer to work alone	
I am easily irritated by other people	
I need to know where I am headed	

Rating	Score
Open and honest	1 2 3 4 5 LOW <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> HIGH
Direct and forthright	1 2 3 4 5 LOW <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> HIGH
Clear and well understood values	1 2 3 4 5 LOW <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> HIGH
Receptive to new ideas	1 2 3 4 5 LOW <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> HIGH
Able to challenge self	1 2 3 4 5 LOW <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> HIGH
Work well in team	1 2 3 4 5 LOW <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> HIGH
Focus on end objective	1 2 3 4 5 LOW <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> HIGH

Assessment	
Strengths	Weaknesses



# Miragroup Change Management Questionnaire

## POSITIONING

Questions	Y/N
I like a lot of positive feedback	
I am very sensitive to unfounded criticism	
I don't seek others approval of me	
I often feel good/bad for other people	
I prefer it when people come to the 'right' conclusion on their own	
I don't worry about the 'speed humps' in life	
I never shout at anyone	
I think some people are just plain useless	
I can help people understand	

Rating	Score
Aware of ego needs	1 2 3 4 5 LOW <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> HIGH
Focus on getting the outcome	1 2 3 4 5 LOW <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> HIGH
Care of others feelings	1 2 3 4 5 LOW <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> HIGH
Able to challenge without threatening	1 2 3 4 5 LOW <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> HIGH
Self confidence	1 2 3 4 5 LOW <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> HIGH
See the 'bigger picture'	1 2 3 4 5 LOW <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> HIGH
Able to focus on other people	1 2 3 4 5 LOW <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> HIGH
Able to motivate	1 2 3 4 5 LOW <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> HIGH

Assessment	
Strengths	Weaknesses



# Miragroup Change Management Questionnaire

## BEHAVIOURS

Questions	Y/N
I am aware of how people perceive me	
I get frustrated easily	
I know how I am feeling most of the time	
I try not to take control	
I encourage others to speak their minds	
I know how to relax	
I can work through my feelings back to steady state	

Rating	Score
Aware of own behaviours	1 2 3 4 5 LOW <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> HIGH
Able to manage own stress	1 2 3 4 5 LOW <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> HIGH
Able to help manage others stress	1 2 3 4 5 LOW <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> HIGH
Aware of own body language	1 2 3 4 5 LOW <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> HIGH
Willing to be wrong	1 2 3 4 5 LOW <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> HIGH

Assessment	
Strengths	Weaknesses

