




BRIDGES Change Readiness Report Card

The BRIDGES change readiness report card helps managers, leaders, and **anyone leading organizational change** quickly assess employee readiness - a critical factor for driving results and ensuring adoption. Register for our [Mastering Change Boot Camp](#) to learn these techniques and more.

 **BRIDGES** is a helpful acronym to remember seven key factors for employee readiness to adopt change. Ideally, you want to score high in all seven areas. This report card will provide you a wholistic picture.

Use this quick assessment throughout the change project.








Beginning with the “Preparing for Change” phase to identify where your change initiative might need extra effort. Use this throughout the change.

Refer to it in the “Monitoring” phase to assess where people are and what they need.

Use it at the end as a “Lessons Learned” tool.

The assessment uses a simple 3-point scale, drawing on practices from established methodologies for assessing project health and individual adoption:

- **1 = High Risk (Needs immediate, urgent attention)**
- **2 = Alert (Needs close monitoring; minor risks present)**
- **3 = Strength (Strong health; leverage this area)**

Readiness Factor	Questions/Metrics	Score (1-3)	Notes/Next Steps
 Bravery (Psychological Safety)	Do team members feel safe to experiment, make mistakes, and learn as they adopt the change?		
 Responsiveness (Short Feedback Loops)	Are employees encouraged to share feedback and ask questions about the change?		
 Initiative (Self-Organization)	Are teams empowered to make decisions about how they implement the change?		
 Development (Learning Agility)	Are they seeking feedback and applying what they learn?		
 Gradual (Tolerance for Ambiguity)	Are employees able to adopt the change incrementally?		
 Environment (Collaborative Culture)	Are cross-functional teams working collaboratively?		
 Saturation (Capacity for Change)	Do the teams have capacity to change or are they already saturated / overwhelmed with multiple changes?		

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