

Multiple-choice Test

What about your readiness for change?

From nothing nothing comes. If you want things to turn for the better you must allow change. How is it with your willingness to change?

1. **You have read a compelling article about healthy food. Based on this article, you could do a lot to take care better of your well-being. What do you do?**
 - A) The article has convinced me completely. I love to try out new recipes anyway. Thus, I put the recommendation immediately into practice.
 - B) There may be indeed something to it, but I doubt if changing my diet will really bring so much. I have to think about it first.
 - C) There is a new diet trend published every week, isn't it? And I guess, other aspects besides food contribute to my well-being, too. Thus, I won't change anything.

2. **Your employer plans to introduce a new software. First, there will be a test phase and they call for volunteers to take part in the testing. How do you react?**
 - A) I am immediately hooked and sign up for testing. It's really exciting to get to know a new software.
 - B) I am torn. A new program always means training time for both users and IT support. Therefore, I wait for the results of the test phase and a customized version.
 - C) I am annoyed. The current software is working properly. Everyone knows what to do and how to do it. So why introducing something new and creating disturbance and potential problems in the whole organization?

3. **Some people have it, others don't – a morning ritual. How is yours?**
 - A) Every morning proceeds in a different way, because I feel different every day. How could a morning ritual withstand?
 - B) Mostly, my morning routine follows the same pattern. But I like it if it's occasionally different – whether at the weekend, on vacation or if I feel like it.
 - C) I have a fixed morning routine and love my rituals. It's well established and ensures a good start into the day. If it's different, I'll be out of sync.

4. **Out of the blue, your partner gives you the feedback that she/ he is really no longer okay with the mess you're causing at home. How do you react?**
 - A) I understand my partner. All along, I thought for myself that I should tidy up and put my things in order. Now I've got the needed impulse to actually do it.
 - B) Actually, my partner is right. Every now and then I clean up, but quickly it looks the same as before. But I probably need some support with getting a proper system to organize my stuff. Who can help?
 - C) If she/ he doesn't address the issue again, I won't react. Until now, my mess hasn't bothered her /him. So that might be just a phase.

5. **You are going to move – new place, new apartment. How do you cope with that?**
 - A) Yippee, finally a change of scenery! I have already started to research what to explore at the new place – and I love moving into new rooms!
 - B) I like to change details in the apartment now and then. But I am not happy with moving to a new place. I will focus first on feeling at home in the new flat before I'll start to deal with the new environment.
 - C) Honestly, I have a horror to move. Moving in the same place is bad enough. It will cost me quite an effort to accept and explore my new environment and reestablish my life.

- 6. The other day at the drugstore: The shower gel that you're used to buy is out of stock. What do you do?**
- A) No problem, I'll take a different one.
 - B) Particularly with toiletries I prefer no change. But I have heard recently of a new product. I could try this one now.
 - C) Too bad! Then I will go home without a shower gel or I step by at another shop.
- 7. People often talk about life-long learning. As of late, your employer offers courses in personal development especially for older employees. What do you think of that?**
- A) Anyone – doesn't matter how old or young – is able to learn and develop her or his personality. I personally love to attend such courses and do not intend to stop with it someday.
 - B) Probably, it's possible to continue developing the own personality. Whether effective or not, it surely depends on the respective topic and on the extend of the desired change.
 - C) Older people have already difficulties to learn new methods or other technical stuff. I doubt that it's possible to change your personality when you're older.
- 8. One of your clients has a new idea and wants to get some advice from you about it. How do you deal with such a situation?**
- A) I love clients who bring in own ideas! Especially, if this requires individual advice and new procedures or if it's something I've never done before.
 - B) This client is known to come up with new ideas. At first, I evaluate carefully the pros and cons of the idea and then I take my time to ponder about the potential risks before I give any advice.
 - C) I know these clients and their ideas! New ideas often cause more effort for me but shall cost less for the client. I advise against the idea and recommend a well-known and proven solution.
- 9. Vacation – time to relax, to regenerate, and to experiences something new. Or not?**
- A) Of course! I love to try out new things on vacation: different country, different people, new activities, different food. I draw new energy particularly from such variety.
 - B) Yes and no. There may well be something different from time to time. But certain parameters are a must for me. Traveling last minute somewhere and with who-knows-what standard that would be nothing for me.
 - C) I have my favorite place for vacation. There I know my way and there are no unpleasant surprises. And the other guests also come back every year. How pleasant!
- 10. Do you start a new year with good intentions?**
- A) Of course. I think it is important to set myself again and again new objectives. Otherwise, life would be boring to me. As the saying goes: "new game, new luck."
 - B) A new year surely holds new possibilities and opportunities. But often, I am not sure how such a good intention could look like so that I will really implement it. Often I get stuck in thought.
 - C) No, I think nothing of good intentions. Ultimately, such activities fizzle out and nothing changes. I'd rather stay the same. Because I know what I have.

Now count how often you have ticked A, B and C.

A _____
 B _____
 C _____

Read more about the three change types on the next page. Which one is yours?

Type A = Always on the go

You are always looking for something new. Curious and without fear you try new things again and again. Your willingness to change comes almost to infinity. In doing so, you face unknown challenges and leave willingly your comfort zone. In this way, you are constantly expanding your horizons and discover new perspectives. Often you manage to infect others with your enthusiasm and to encourage them to change. Beware, however, that you will not lose sight of your medium and long-term goals. Learn to let new experiences sink in and to note your learnings before you start to ride the next wave.

Type B = It depends

You are certainly open to new ideas. In some situations, it feels easy for you to try something new and to embrace change. Then you are dedicated and driving the change process. In other situations, you have significant inhibitions and concerns, maybe even fear. Then you start to brood and get stuck in a wait mode. So look closely: Is there really a good reason to reject a change, for example, because the benefit is not worth the effort? Or is it more due to personal feelings, e.g. fear of failure, that you refuse change? Only if you reflect this consciously and honestly toward yourself, you will be able to increase your readiness for change.

Type C = Change – no thank you!

You hold a preserving attitude and surround yourself with familiar rituals. You take a critical stance towards change. Preferably, you have the bird in the hand than two in the bush. Often, these attitudes and behaviors served you well and ensured your success and well-being. But in other situations you just feel overwhelmed and not able to cope with the stress and ambiguity linked to change. If you are honest, other reasons are lying at the bottom of your behavior. Perhaps previous negative experiences, or fear of failure, lack of knowledge, or a lacking guarantee for success. Try to remember, when a change you made in the past – even just a tiny one – had worked out. How did you manage that? What you have made concretely back then in order to succeed? If you now transfer these success factors to future situations, you have something to build and could show a more open attitude towards change.