

### Workplace Change Quiz

How do you deal with change and complexity in your workplace? Complete the following quiz to determine how closely you resemble the Type CC Change Catalyst Personality of the Future. **For each item, circle one answer that best describes you:**

1. Changes at the workplace leave me feeling:  
A. Anxious, vulnerable, and unprotected  
B. Excited, creative, and invigorated
2. My motto is this:  
A. The more things change, the more they actually remain the same  
B. From uncertainty comes creativity
3. Recent changes in the workplace leave me feeling that I have:  
A. No control  
B. New opportunities
4. In handling contradiction, confrontation and controversy, I am:  
A. Most comfortable conforming to norms  
B. Willing to confront contradictions and paradoxes
5. In dealing with risks, I:  
A. Thrive on exploring new ideas and innovative ways of doing things  
B. Avoid risks and like a sure, proven way
6. In starting an important project, I prefer to:  
A. Start and learn along the way  
B. Plan carefully and predict every detail before starting
7. In most cases, change:  
A. Makes me nervous  
B. Represents possibilities
8. When working on a problem, I:  
A. Seldom change strategies  
B. Look for new ways to be more successful
9. When things get very complicated at work, I:  
A. Become insecure, prefer to be told exactly how to do things  
B. Feel confident but open to seeking aid from outside resources
10. In solving a problem at work, I:  
A. Can think outside the box and do things differently  
B. Maintain deep respect for long-term traditional approaches and rules
11. To be successful and flourish in the workplace, we must:  
A. Take risks, identify and integrate the appropriate changes  
B. Seek the perfect standard solutions
12. When faced with sudden change, I search for:  
A. Meaning  
B. Solutions
13. When the chaos of change hits, I strive to:  
A. Deal with temporary failures; tolerate "worse before better"  
B. Lay out the issues concisely, seeing only "black and white" solutions
14. In my work, I prefer:  
A. Known familiar territory with well-defined rules and policies  
B. New experimental ways to approach problems
15. My greatest fear in my work is that I will:  
A. Become stale and fail to spot innovative ideas and to ask the right questions  
B. Fail to know all the right information, answers, and the standard operating procedure

#### Scoring

- Give yourself 5 points if you answered "A" on questions #5, 6, 10, 11, 12, 13, 15: \_\_\_\_\_
- Give yourself 5 points if you answered "B" on questions #1, 2, 3, 4, 7, 8, 9, 14: \_\_\_\_\_
- \_\_\_\_\_ Total Score

The higher your total score, the more likely you are to be highly adaptive and thrive on change.

- 65 and over: thrive on change: could be seen as too ready to make changes
- 45-65: healthy orientation to change
- under 45: changes can be stressful and are to be avoided