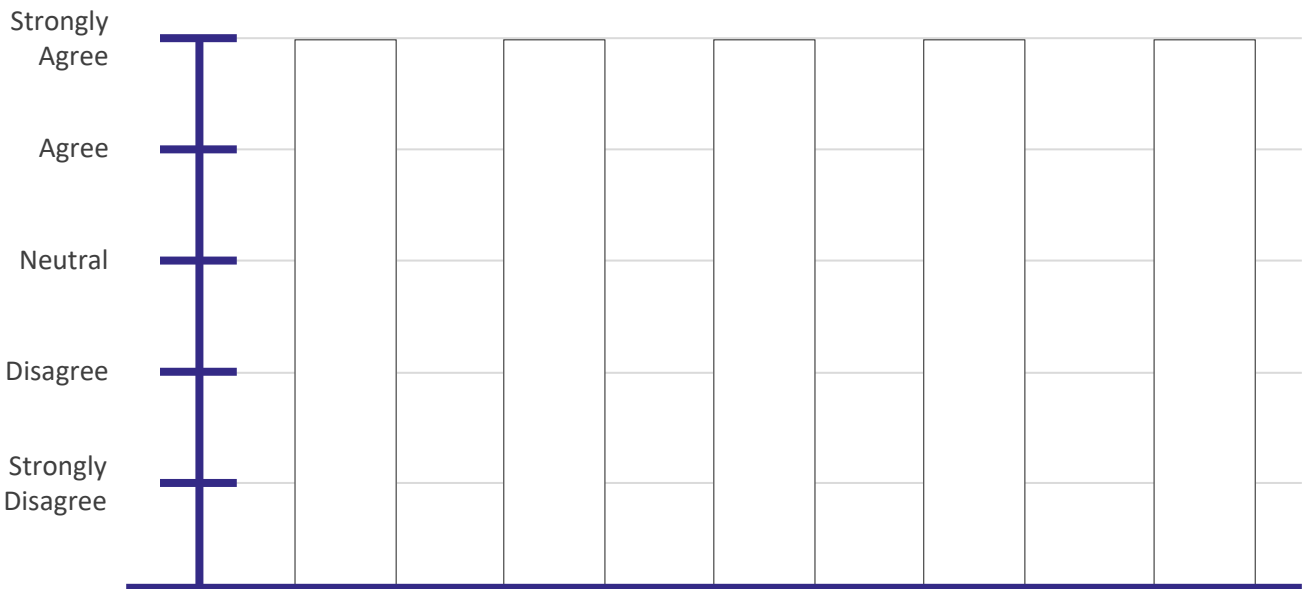


APPLYING THE PROSCI ADKAR[®] MODEL

Webinar Handout

A	AWARENESS OF THE NEED FOR CHANGE
D	DESIRE TO PARTICIPATE IN THE CHANGE
K	KNOWLEDGE ON HOW TO CHANGE
A	ABILITY TO IMPLEMENT REQUIRED SKILLS AND BEHAVIORS
R	REINFORCEMENT TO SUSTAIN THE CHANGE

My change: _____



Awareness
I fully understand the reasons for this change.

Desire
I have chosen to support and participate in this change.

Knowledge
I have the knowledge I need of how to change and be successful in this change.

Ability
I have the ability to implement the change and perform the required skills and behaviors.

Reinforcement
Meaningful reinforcements are in place that will help me continue and sustain this change.

Barrier Point: the *first* ADKAR element that is insufficient and impedes progress. “Neutral” is a barrier.