



# READINESS TO CHANGE

'Readiness to change' is the degree to which members (of a community or an organisation) view a problem as important and are prepared to take action to address the problem. Part of this readiness relates to whether the community wants to address a particular health issue. A researcher may see that diabetes is a key issue for a community, but the community feels that drugs are the main issue to address right now. The other part of readiness is whether the members are prepared to take a particular action.

## Recommendations

1. Assess the members' rating of the importance of a health issues. This can be done by examining key health statistics or other existing data or surveying the community.
2. Assess the member' rating of reading for implementing a change (see scale below)
3. After gather these data, have a conversation among the team, and other stakeholders to determine whether this is a viable project idea. Consider the following questions:
  - a) How important is this issue for the community?
  - b) Are the community members and researchers equally interested in this issue? Or is it the researchers primarily pushing the idea?
  - c) Are the community members and/or community organisations committed to implementing change?
  - d) What resources do we have available to create and implement change?

## Readiness for Implementing Change Scale

(using a five-point scale from 5 = completely to 1 = not at all)

1. We are committed to implementing this change.
2. We are determined to implement this change.
3. We are motivated to implement this change.

## Source

Shea, C. M., Jacobs, S. R., Esserman, D. A., Bruce, K., & Weiner, B. J. (2014). Organizational readiness for implementing change: a psychometric assessment of a new measure. *Implement Sci*, 9(7), 1-15.

