



Your organization's...

Readiness-for-Change

You can move your organization towards optimal organizational health by increasing your **Readiness-for-Change (RFC)**. Two important ways this can be enhanced are by increasing your organization's *Power Level* and by increasing your organization's *Perception Match*. These two comprise the two scales on the Readiness-for-Change graph shown on the next page of this report.

INCREASE YOUR PERCEPTION MATCH



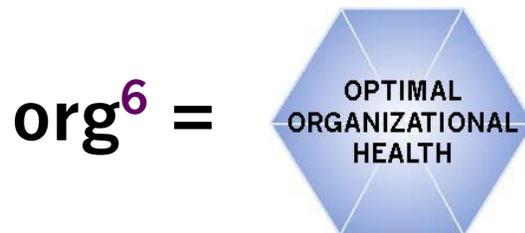
Your organization's Perception Match is determined by the closeness of perception between your leaders and the workforce regarding the presence and strength of the six characteristics of organizational health. A low *Perception*

Match on the RFC graph means that there is a significant gap between the perception held by the workforce and the perception of the leaders.

You can begin to close this perception gap and increase your Perception Match through an open, facilitated discussion of your organization's OLA results.

INCREASE YOUR POWER LEVEL

Your organization's *Power Level* is determined by the strength of the six critical characteristics of organizational health described on page 2 and measured on page 3 of this report. The higher the *Power Level* the stronger these characteristics exist in your organization.



You can increase your Power Level by improving these six key areas of organizational health within all aspects and operations of your organization.