

ETM - Change Success Model

Factors	Max Score	Now	Gap	Strategies
READINESS - 30%				
Leadership Support	6			
Need for Change	6			
WIIFM	6			
Change Process	6			
Confidence	6			
Sub total	30			
CAPABILITY - 40%				
Organisational	20			
People	20			
Sub total	40			
BELIEFS - 30%				
Significant Others	10			
Attitude	10			
Perceived Difficulty	10			
Sub total	30			
Grand Total	100			