

# ADKAR® Canvas for Personal Change

Adoption Challenge:

	<b>Awareness</b> of the need for change	<b>Desire</b> to participate and support the change	<b>Knowledge</b> of how to change	<b>Ability</b> to implement required skills and behaviors	<b>Reinforcement</b> to sustain the change
Restraining Forces	What is keeping me from saying, "I understand why"?	What is keeping me from saying, "I have decided to"?	What is keeping me from saying, "I know how to"?	What is keeping me from saying, "I am able to"?	What is keeping me from saying, "I will continue to"?
Driving Forces	What do I need to be able to say "I understand why"?	What do I need to be able to say "I have decided to"?	What do I need to be able to say "I know how to"?	What do I need to be able to say "I am able to"?	What do I need to be able to say "I will continue to"?

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<b>Driving Forces</b>	What do I need to be able to say "I understand why"?	What do I need to be able to say "I have decided to"?	What do I need to be able to say "I know how to"?	What do I need to be able to say "I am able to"?	What do I need to be able to say "I will continue to"?