

The ADKAR Advantage: Your New Lens for Successful Change

K-to-A Challenge #1: Inform and Facilitate Individual Change

K-to-A Challenge #1	Challenge #1 Activities: Inform and facilitate individual change through actions that remove barriers and amplify drivers to successful change journeys.
Read	"Part 1: How One Person Makes a Change"
Commit	Write a personal commitment statement to complete Challenge #1 and the dates you will start and finish the challenge.
Observe	Look for three ADKAR examples in everyday life. What do you notice? What insights did you gain?
Experience	<p>Inform and facilitate an individual change through the lens of ADKAR:</p> <ul style="list-style-type: none"> Identify one person to adopt a change. It could be a personal or professional change. Record the reason or key driver for making the change. Define the change and the adoption challenge. Conduct an ADKAR Assessment (Resource: ADKAR Assessment - Personal Change) to identify the barrier point. Plan for what needs to be done to address the barrier point. Take specific targeted actions to resolve the initial barrier point and any others that follow.
Stretch	Conduct a restraining and driving forces analysis to identify targeted actions needed to address a barrier point that is less obvious for a specific change. (Resource: ADKAR Driving and Restraining Forces Canvas - Personal Change)
Manage	<p>Execute your action plan for the next 30 days:</p> <ul style="list-style-type: none"> Identify and execute targeted actions to reinforce the change and increase the likelihood that it will occur and be continued (it is the ADKAR Model not the ADKA Model!). Consider the implications of regressing to a previous barrier point (ADKAR is sequential, not linear). Take specific targeted actions to resolve a barrier point regression and get back on track.

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Share	<p>What's your ADKAR story? Tell someone about your experience:</p> <p>What outcomes did you achieve?</p> <p>What do you think the outcome would have been without ADKAR?</p> <p>What insights did you have, or lessons did you learn?</p> <p>How did this experience make you and others feel?</p> <p>What guidance or advice would you give to someone who is new to the Prosci ADKAR Model for an individual change?</p>
Reinforce	<p>Define and take specific actions that increase the likelihood that the change will be continued. Consider mechanisms and measurements for sustainment of the change.</p>
Celebrate	<p>Do something to acknowledge your success!</p>