ADKAR Outcomes Canvas

A simple, visual template to identify the milestone dates, and desired outcomes

for each ADKAR element.

A	D	K	A	R
Awareness of the need for change	Desire to participat and support the change	Knowledge of how to change	Ability to implement required skills and behaviors	Reinforcement to sustain the change
Milestone Date ◊	**Milestone Date ◊**	**Milestone Date ◊**	**Milestone Date ◊**	**Milestone Date ◊**
ADKAR Outcome Statements	**ADKAR Outcome Statements**	**ADKAR Outcome Statements**	**ADKAR Outcome Statements**	**ADKAR Outcome Statements**

ADKAR Outcomes Canvas

Customize the generic ADKAR outcome statements for your project.

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R → A	D	K	A	R
Awareness of the need for change	Desire to participat and support the change	Knowledge of how to change	Ability to implement required skills and behaviors	Reinforcement to sustain the change

ADKAR Outcome Statements	**ADKAR Outcome Statements**	**ADKAR Outcome Statements**	**ADKAR Outcome Statements**	**ADKAR Outcome Statements**
1. I understand why this change is happening. 2. I understand why the change is happening right now. 3. I understand the risk of not changing. 4. I understand the triggers (internal and external) for this change. 5. I understand our leader's vision of this change.	1. I believe in the case for this change. 2. I am supportive of this change. 3. I know WIIFM (What's In It For Me). 4. I have made the decision to participate in this change. 5. I believe that if we take on this change, there is a high likelihood that we will be successful.	1. I clearly understand the impact this change will have on my behaviors, processes, tools, and workflows. 2. I have the knowledge I need to be successful while the change is being implemented. 3. I have the knowledge I need to be successful after the change is implemented. 4. I do not foresee any knowledge gaps that might make me less successful as a result of this change. 5. I have received adequate training to feel prepared to be successful.	1. I believe I can close the Knowledge-Ability gap. 2. I have been able to practice new skills and behaviors. 3. I am capable of implementing the changes to my behaviors, processes, tools, and workflows. 4. I believe the training provided will give me what I need to be successful in this change. 5. I can access additional knowledge and support when needed.	1. The organization is committed to keeping the change in place. 2. There are mechanisms in place to sustain the change. 3. I know the consequences of not performing my new activities. 4. I am rewarded for performing in the new way. 5. My performance in the new way is evaluated.