**ADKAR Current Change Self-Reflection: Identify Barrier Point**

What is the change?

Based upon your chosen change fill in the evaluation section and assign a rating for each area on a scale of 1 (low) to 5 (high).

|  |  |  |
| --- | --- | --- |
|  | **Evaluation** | **Rating** (1) low – (5) high |
| **Awareness** | List the reasons you believe the change is necessary: | Rate your level of awareness for the need for change: |
| **Desire** | List the factors or consequences (good and bad) that create a desire for you to change: | Rate your level of desire to make the change happen: |
| **Knowledge** | List the skills and knowledge needed for the change: | Rate your level of knowledge about the change: |
| **Ability** | Considering the skills and knowledge identified in the previous level, evaluate your current ability to perform these skills or act on this knowledge (i.e. do you have the tools needed, systems in place, etc): | Rate your level of ability to change (tools, knowledge, and skills): |
| **Reinforcement** | List the reinforcements that will help to retain and sustain the change. Are there factors in place to reinforce the change and make it stick? | Rate the level of reinforcement in place to sustain the change: |

The first score of 3 or less= \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

This is the **Barrier Point** and must be the first area addressed for the change to be successful.