**ADKAR Change Barrier Point Worksheet**

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).

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|  | **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 consequence (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: | Rate your level of ability to change: |
| **Reinforcement** | List the reinforcements that will help to retain the change. Are incentives in place to reinforce the change and make it stick? | Rate your level of commitment to actions that will reinforce 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.

Graphical user interface

Description automatically generated with medium confidence