NEXTLEVEL Consulting

Change is Good

TECH CHANGE MANAGEMENT READINESS ASSESSMENT

Discover Your Leadership Influence Score Across 5 Critical Dimensions

📋 **INSTRUCTIONS**

For each statement below, select the response that best describes your current situation. Be honest - this assessment is designed to help you identify specific areas for improvement.

DIMENSION 1: STRATEGIC COMMUNICATION EFFECTIVENESS

1. When presenting technical solutions to executives, stakeholders typically:

a) Ask detailed follow-up questions and request implementation timelines *(4 points)* b) Show interest but ask you to "put together a proposal" *(3 points)* c) Listen politely but don't commit to next steps *(2 points)* d) Look confused and change the subject *(1 point)*

2. After your technical presentations, how often do decision-makers approve your recommendations immediately?

a) 75% or more of the time *(4 points)* b) 50-74% of the time *(3 points)* c) 25-49% of the time *(2 points)* d) Less than 25% of the time *(1 point)*

3. When explaining complex technical concepts, I:

a) Use business analogies and focus on outcomes that matter to the audience *(4 points)* b) Balance technical details with business context *(3 points)* c) Provide technical explanations with some business justification *(2 points)* d) Focus primarily on technical specifications and features *(1 point)*

DIMENSION 2: CHANGE MANAGEMENT CONFIDENCE

4. My last major technical change initiative achieved team adoption of:

a) 90% or higher within 3 months *(4 points)* b) 70-89% within 6 months *(3 points)* c) 50-69% within 6 months *(2 points)* d) Less than 50% or took longer than 6 months *(1 point)*

5. When introducing new technologies or processes, team resistance is:

a) Minimal - people are usually excited about changes I propose *(4 points)* b) Moderate - some pushback but generally manageable *(3 points)* c) Significant - requires considerable effort to overcome *(2 points)* d) High - most changes face substantial resistance *(1 point)*

6. I feel confident in my ability to manage the human side of technical transformations:

a) Strongly agree - I have proven methods that work *(4 points)* b) Agree - I'm generally successful with people aspects *(3 points)* c) Somewhat agree - I can handle basic change management *(2 points)* d) Disagree - I focus on the technical side and hope people adapt *(1 point)*

DIMENSION 3: STAKEHOLDER INFLUENCE POWER

7. When I disagree with a business decision that affects technology, I:

a) Present data-driven alternatives that usually change minds *(4 points)* b) Voice concerns and sometimes influence the outcome *(3 points)* c) Express my opinion but rarely change the final decision *(2 points)* d) Keep my concerns to myself or complain to colleagues *(1 point)*

8. Senior executives and business leaders seek my input on strategic decisions:

a) Regularly - I'm considered a strategic advisor *(4 points)* b) Often - they value my perspective on important matters *(3 points)* c) Occasionally - when technical expertise is obviously needed *(2 points)* d) Rarely - I'm usually brought in after decisions are made *(1 point)*

9. My recommendations for technical investments are:

a) Almost always approved with minimal pushback *(4 points)* b) Usually approved after some discussion *(3 points)* c) Sometimes approved but often require multiple attempts *(2 points)* d) Frequently rejected or significantly reduced *(1 point)*

DIMENSION 4: PRESENTATION IMPACT SCORE

10. After I present technical information, audience members typically:

a) Approach me with follow-up questions and implementation requests *(4 points)* b) Thank me and indicate they found it valuable *(3 points)* c) Listen politely but show limited engagement *(2 points)* d) Check their phones or seem distracted during the presentation *(1 point)*

11. When presenting to mixed technical/business audiences, I:

a) Seamlessly adjust my message for different audience segments *(4 points)* b) Prepare different versions for different audience types *(3 points)* c) Try to find a middle ground that works for everyone *(2 points)* d) Present the same technical content regardless of audience *(1 point)*

12. I feel confident presenting technical concepts to:

a) Any audience, from engineers to the C-suite *(4 points)* b) Most audiences, though some situations are challenging *(3 points)* c) Technical audiences and some business stakeholders *(2 points)* d) Primarily technical audiences - business presentations are stressful *(1 point)*

DIMENSION 5: TECHNICAL AUTHORITY LEVEL

13. When technical decisions need to be made, colleagues:

a) Consistently seek my opinion and follow my recommendations *(4 points)* b) Often ask for my input and value my expertise *(3 points)* c) Sometimes consult me, especially in my area of expertise *(2 points)* d) Rarely seek my input unless specifically asked *(1 point)*

14. My technical opinions influence organizational direction:

a) Significantly - I help shape technical strategy *(4 points)* b) Moderately - my input affects some important decisions *(3 points)* c) Somewhat - I have influence within my immediate team *(2 points)* d) Minimally - my focus is on executing assigned tasks *(1 point)*

15. When conflicts arise between business needs and technical requirements, I:

a) Successfully negotiate solutions that satisfy both sides *(4 points)* b) Usually find workable compromises *(3 points)* c) Sometimes advocate effectively for technical needs *(2 points)* d) Often feel frustrated that business needs override technical considerations *(1 point)*

📊 SCORING GUIDE

Calculate Your Scores:

Strategic Communication: Questions 1-3 Total: ___/12
Change Management: Questions 4-6 Total: ___/12
Stakeholder Influence: Questions 7-9 Total: ___/12
Presentation Impact: Questions 10-12 Total: ___/12
Technical Authority: Questions 13-15 Total: ___/12

OVERALL LEADERSHIP INFLUENCE SCORE: ___/60

🎯 RESULTS INTERPRETATION

OVERALL SCORE RANGES:

🏆 EXCEPTIONAL LEADER (50-60 points)

You're already demonstrating strong leadership influence! You effectively translate technical expertise into business impact and successfully lead change initiatives. Focus on mentoring others and expanding your influence scope.

Your Strengths: High influence across all dimensions
 Next Level: Strategic leadership roles, mentoring programs
 Development Focus: Advanced influence strategies, organizational transformation

⭐ DEVELOPING LEADER (40-49 points)

You have solid leadership foundations with some areas showing real strength. With focused development in key areas, you can quickly move to exceptional leadership levels.

Your Strengths: Several strong dimensions with room for growth
 Next Level: Increased responsibilities, cross-functional leadership
 Development Focus: Strengthen weaker dimensions, develop consistency

📈 EMERGING LEADER (30-39 points)

You're on the leadership path but need to develop key influence skills. This is the perfect time to invest in leadership development - you have the technical foundation and are ready for the next step.

Your Strengths: Technical competence with emerging leadership capabilities
 Next Level: Team leadership, project ownership
 Development Focus: Communication skills, change management basics

🎯 DEVELOPING FOUNDATION (20-29 points)

You have strong technical skills but need to develop leadership influence capabilities. This assessment identifies specific areas for growth that will accelerate your career progression.

Your Strengths: Technical expertise, growth potential
 Next Level: Technical leadership roles, increased visibility
 Development Focus: All dimensions need attention, start with communication

🚀 STARTING JOURNEY (Below 20 points)

You're at the beginning of your leadership journey. The good news: you now know exactly what to work on! With focused effort on these frameworks, you can see rapid improvement.

Your Strengths: Self-awareness, readiness to grow
 Next Level: Basic leadership skills, team collaboration
 Development Focus: Fundamental communication and influence skills

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📋 INDIVIDUAL DIMENSION ANALYSIS

FOR EACH DIMENSION (out of 12 points):

🔥 **Strength (10-12 points):** This is a leadership superpower for you
✅ **Competent (8-9 points):** Solid foundation, minor improvements needed
📊 **Developing (6-7 points):** Good progress, focused development will pay off
⚠️ **Growth Area (4-5 points):** Priority development area with high impact potential
🎯 **Critical Need (Below 4 points):** Immediate attention required for career progression

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🎯 PERSONALIZED DEVELOPMENT RECOMMENDATIONS

Based on Your Results:

If Strategic Communication is your lowest score:

Immediate Focus: Master the 5P Formula for technical presentations
 Quick Win: Use business analogies in your next presentation
 30-Day Goal: Reframe one technical proposal in business terms
 Resources Needed: Presentation templates, executive communication training

If Change Management is your lowest score:

Immediate Focus: Learn the APEEE Model for technical changes
 Quick Win: Assess team readiness before your next process change
 30-Day Goal: Successfully implement one small change using APEEE
 Resources Needed: Change management framework, stakeholder mapping tools

If Stakeholder Influence is your lowest score:

Immediate Focus: Build strategic relationships with key decision-makers
 Quick Win: Schedule one-on-one meetings with business stakeholders
 30-Day Goal: Influence one business decision with technical input
 Resources Needed: Influence techniques, stakeholder analysis framework

If Presentation Impact is your lowest score:

Immediate Focus: Develop audience-specific presentation skills
 Quick Win: Practice one presentation with a trusted colleague
 30-Day Goal: Deliver one presentation that generates follow-up action
 Resources Needed: Presentation design templates, delivery coaching

If Technical Authority is your lowest score:

Immediate Focus: Build your reputation as a technical thought leader
 Quick Win: Share one technical insight in your next team meeting
 30-Day Goal: Become the go-to person for one specific technical area
 Resources Needed: Technical communication skills, expertise positioning

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🚀 YOUR NEXT STEPS

Immediate Actions (This Week):

1. **Identify Your Top Priority:** Focus on your lowest-scoring dimension first
2. **Quick Win Challenge:** Implement one specific recommendation above
3. **Success Metrics:** Define how you'll measure improvement

30-Day Development Plan:

1. **Week 1:** Focus on awareness and foundation building
2. **Week 2:** Practice new skills in low-risk situations
3. **Week 3:** Apply skills to current projects and initiatives
4. **Week 4:** Measure results and refine your approach

Ready for Accelerated Development?

This assessment reveals where you are… but imagine where you could be with the complete APEEE model and approach for successful change management projects?

The full Tech Leadership Influence Mastery Course provides:

- ✅ Complete 5P Formula for Strategic Messaging template
- ✅ Full APEEE Model guide
- ✅ Practical techniques for each dimension
- ✅ Templates and tools for immediate application
- ✅ Progress tracking and accountability system

*SPECIAL OFFER FOR ASSESSMENT TAKERS!

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Transform your assessment insights into leadership mastery →