Change readiness assessment tool for health workers

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| **Instructions:** Please read each question and answer it, to the best of your ability, as to how it describes the situation in your organization. Your responses should reflect what you have experienced, as well as what has been observed in your organization generally. Your responses are crucial in helping the change initiative be successful. Be honest in your responses. There are no right or wrong answers. Your answers will remain completely confidential. |

**Date: District: Health facility name:**

Sample demographics

Number of years of service:

Less than 1 year 1–5 years 6–10 years

11–20 years 21 years or more

Level of education:

Certificate Diploma Degree

Others (mention)\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Sex:

Male Female

Type of facility:

Low-volume facility: Your facility sees fewer than 50 children per month.

High-volume facility: Your facility sees 50 to 150 children per month.

Super-high-volume facility: Your facility sees more than 150 children per month.

Questions

1. What factors have helped you to successfully implement new ideas at this facility?

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1. What challenges have you faced in implementing new ideas at the facility?

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1. What resources (people, finances, tools) do you have access to that can help you to overcome challenges when implementing new ideas?

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1. What are some challenges you have faced in collecting and using immunization data?

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1. Given these challenges, what would be the ideal way for collecting and using immunization data?

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**The team will use these health staff responses to introduce and guide a discussion on the purpose of the change initiative and how it will help address those challenges.**