Predisposition to change is an interactive questionnaire that will enable students to understand and reflect upon their individual capacity to assimilate change, and in addition, identify the variables that determine that capacity.

The purpose of the questionnaire is to:

- Help the students think about what variables partly determine an individual's ability to assimilate change
- Obtain a rough idea of the profile in terms of those variables

Macro-changes in organisations are inevitably supported by micro-changes that must be assimilated by specific individuals. Assimilating changes requires a number of cognitive, emotional and behavioural efforts that help reduce the negative effects on the person; those efforts are the result of a change in the requirements that may be perceived as excessive. Psychologists have found enormous differences in people's ability to assimilate change. Those differences may be due partly to specific personality traits.

Author: Pilar Rojo
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The questionnaire has 16 statements. Students should state to what extent they perceive the statements actively reflect them.
Students can then analyse their score, which reflects their view of their capacity to assimilate significant changes, and compare their results with the rest of the group.