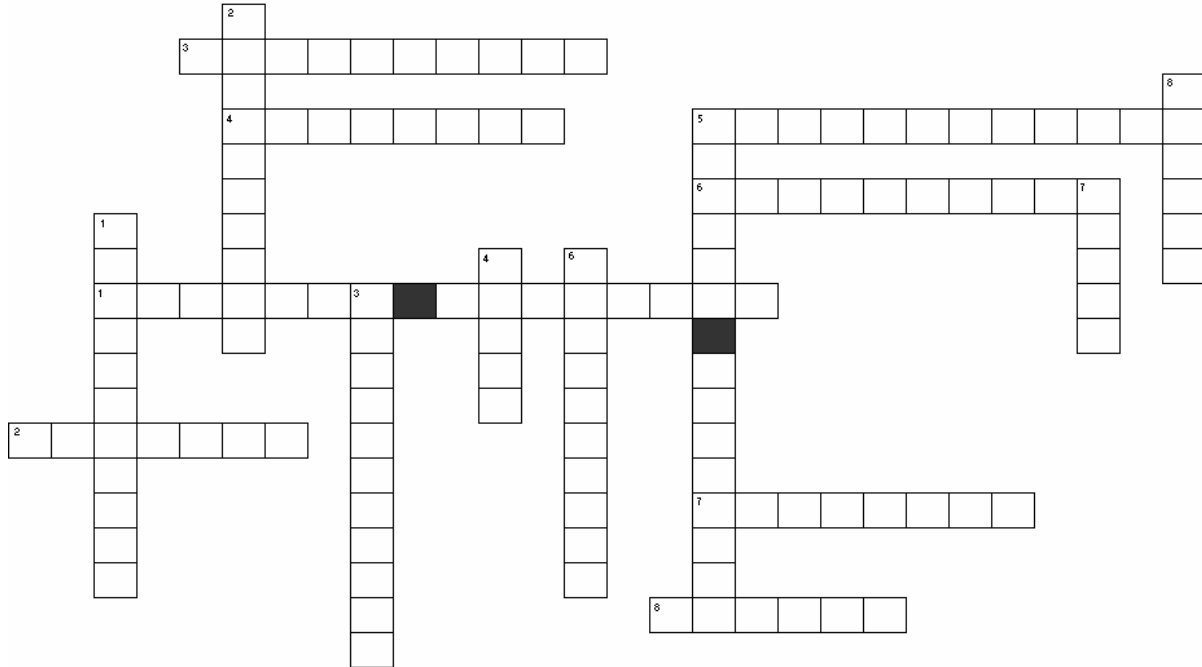


Take-Away: Facilitating Organizational Change Handout

Independent Activity

Complete the crossword puzzle to test your knowledge of the concepts presented in the *Facilitating Organizational Change* session.

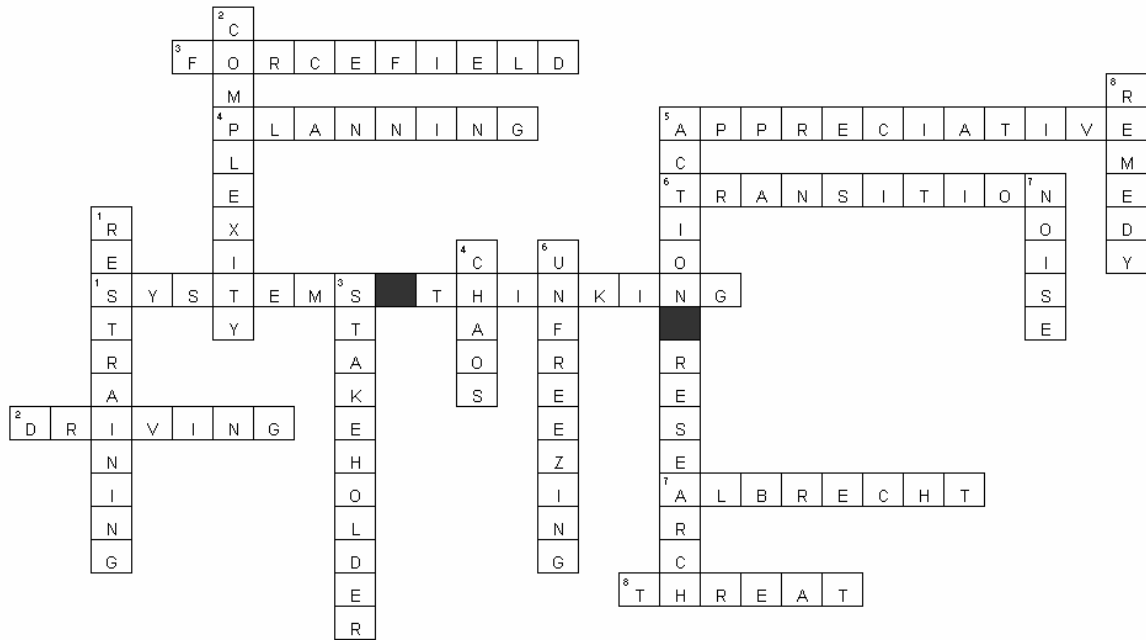


Across	
1.	Looks at problems holistically and tries to identify what underlying fundamental relationships are causing the problem. (2 words)
2.	According to Lewin, these are positive forces help to implement change.
3.	A type of analysis developed by Lewin to assess which forces within the organization will affect the attempt to introduce change.
4.	The project management phase in which a transition plan is created.
5.	A type of inquiry which uses the 4-D Cycle and is based on the assumption that positive questions and conversations have the power to engage people in creating new realities.
6.	One of four reactions to change in which individuals are afraid to change because of fear of the unknown or moving to a worse state.
7.	Developed the Change Response Cycle which outlines the progressive psychological phases of change response.
8.	One of four states of the change process characterized by high insecurity and ambiguity.

Down	
1.	According to Lewin, these are negative forces which resist change.
2.	The central premise of this theory is that order can emerge out of chaos.
3.	An individual who has a vested interest in the change initiative or organization.
4.	A state where patterns cannot be made nor details understood.
5.	Lewin's term used to describe individuals who move from the present state to the transition state where some pain point is the motivator to steer away from the status quo.
6.	This is a powerful problem-solving tool, model and process whose steps include research, action, research, action, and so on. This model helps organizations learn and continually adapt to change.
7.	Something that hinders the flow of communication between a source and a receiver.
8.	_____ Selling is the process of explaining how gaps will be closed when moving toward the desired state.

Independent Activity – Answer Key

Complete the crossword puzzle to test your knowledge of the concepts presented in the *Facilitating Organizational Change* session.



Across	Down
1. Looks at problems holistically and tries to identify what underlying fundamental relationships are causing the problem. (2 words)	1. According to Lewin, these are negative forces which resist change.
2. According to Lewin, these are positive forces help to implement change.	2. The central premise of this theory is that order can emerge out of chaos.
3. A type of analysis developed by Lewin to assess which forces within the organization will affect the attempt to introduce change.	3. An individual who has a vested interest in the change initiative or organization.
4. The project management phase in which a transition plan is created.	4. A state where patterns cannot be made nor details understood.
5. A type of inquiry which uses the 4-D Cycle and is based on the assumption that positive questions and conversations have the power to engage people in creating new realities.	5. Lewin's term used to describe individuals who move from the present state to the transition state where some pain point is the motivator to steer away from the status quo.
6. One of four reactions to change in which individuals are afraid to change because of fear of the unknown or moving to a worse state.	6. This is a powerful problem-solving tool, model and process whose steps include research, action, research, action, and so on. This model helps organizations learn and continually adapt to change.
7. Developed the Change Response Cycle which outlines the progressive psychological phases of change response.	7. Something that hinders the flow of communication between a source and a receiver.
8. One of four states of the change process characterized by high insecurity and ambiguity.	8. _____ Selling is the process of explaining how gaps will be closed when moving toward the desired state.