










Change Adoption Scorecard: Make It Stick

One-page check-in for leaders and transformation teams. Rate each category from 1–5.

Scale: 1 = Not yet 3 = In progress 5 = Strong

by Emilia Breton-Lake

Category	Rating (circle one)
	1 2 3 4 5
 Outcome clarity Everyone can state the measurable outcome and what will be different when...	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
 Leadership alignment Leaders tell the same story, make the same calls, and back the same priorities.	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
 Decision speed Decisions happen fast enough to keep momentum and avoid rework.	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
 Team capacity & WIP Work-in-progress is limited; the team has real time and focus to deliver.	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
 Enablement & learning support People have the training, time, and help they need to adopt the change.	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
 Communication & narrative Messages are consistent, timely, and grounded in the 'why' that matters.	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
 Incentives & reinforcement Rewards, recognition, and expectations match the new way of working.	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
 Measurement & feedback loops We track adoption and outcomes, and we adjust based on what we learn.	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
 Psychological safety / early risk surfacing People can raise risks early without fear, and leaders respond constructively.	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>

Results

Top 2 strengths

- 1) _____
- 2) _____

Top 2 focus areas

- 1) _____
- 2) _____

Next 7-day experiment

Hypothesis: _____
Action + owner: _____
Success signal: _____