



# ChangeStyle Indicator®

**C**hange Style Indicator® is an assessment instrument designed to measure an individual's preferred style in approaching change and in addressing situations involving change. Three primary styles exist on a continuum: Conserver-Pragmatist-Originator.

Conserver

Pragmatist

Originator

## With *Change Style Indicator®* you will:

- **Learn** about three unique styles for dealing with change
- **Discover** your personal position on this continuum of change style preferences
- **Learn** how your preferred style affects how others perceive you and how your style influences your perception of others
- **Determine** the "traps" in your style that can limit your flexibility and your leadership
- **Explore** the advantages and strengths that each style offers in a team effort
- **Improve** interpersonal communication and understanding
- **Avoid** conflicts and reduce unproductive meeting time
- **Realize** the value of all perspectives when resolving issues
- **Improve** teamwork
- **Enable** the group's creativity and innovation
- **Increase** collaboration and cooperation
- **Reach** the "win/win" solution more quickly

**Change Style Indicator®**  
Valuing differences in approaching change

## The Assessment Tool

The self-scoring assessment instrument uses 22 items to establish a ranking of how the respondent prefers to address and work with change. The instrument addresses both initiated and imposed change and places the respondent on a 132-point continuum between Conserver and Originator with Pragmatist in between. Most individuals are a blend of Conserver-Pragmatist or Pragmatist-Originator; however the degrees of blending are identifiable. The preferences and behaviors associated with 11 scoring segments along this continuum are described in detail in a personalized report when the assessment is administered online.

## Materials

### Instrument:

Poses 22 assessment items for evaluating preferences. Self-scoring version is available.

### Style Guide:

- Describes the three Change Styles in detail and serves as a reference book for each person being assessed
- Includes sections regarding the implications of Change Style preferences on leadership
- Discusses how these preferences affect one's perceptions of the other styles
- Presents change styles' roles in creativity and collaboration
- Addresses how to increase flexibility and avoid traps

### Facilitator Guide provides:

- A comprehensive discussion of the CSI model
- Reliable and valid normative data
- Easy-to-use curriculum
- *PowerPoint*® presentation
- Access to Discovery Learning's Online Assessment Center for survey administration



## The Three Styles

### Conservers

- Accept structure
- Prefer retaining existing systems and paradigms
- Prefer gradual change
- May appear cautious and inflexible but do ask the hard, detailed questions

### Pragmatists

- Explore structure
- Operate as mediators and catalysts
- Prefer change that best serves the function
- May appear reasonable, practical and flexible but also noncommittal

### Originators

- Challenge the structure
- Enjoy risk and uncertainty
- Prefer quicker, more expansive and radical change
- May appear disorganized and undisciplined but are original thinkers

*“The National Leadership Institute has been using the Change Style Indicator in its leadership development programs for years. The CSI has been a truly effective tool for helping participants understand how they and others respond to change and, most importantly, how to manage it.”*

Carol Dell'Amore, Ph.D., Exec. Dir.,  
National Leadership Institute,  
University of Maryland University College

**Change Style Indicator® works well with:** Edgework®, OurTown®, Paper Planes, Inc.®, Paper Scrapers®, Discovery Learning® Change Process Model