

Change Style Indicator

By: Discovery Learning Inc.

Items: 22

Type: Survey

Scaling: Bimodal 0 to 3

Quality: Low

Summary

The Change Style Indicator (CSI) and the Emotional and Social Competency Inventory (ESCI) were chosen for this study. The CSI is an assessment instrument designed by Discovery Learning Inc. This instrument measures an individual's preferred style in approaching change and dealing with situations involving change. This instrument scores individuals change style in a continuum from a conserver style to an originator style (see Figure 1). The mid-range on the continuum is the pragmatist style. According to Discovery Learning's CSI Style Guide, conservers prefer current circumstances over the unknown and prefer to use the available resources. This leads to preserving the existing structure. The conserver style is characterized by gradual and continuous improvement. Originators prefer a faster and more radical approach to change. Their goal is to challenge the existing structure, which leads to expansive and systematic changes. Pragmatists prefer to explore the existing structure in an open and objective manner. They advocate for change that is more reflective of the demands of the current circumstances. Pragmatists prefer change that is functional.

Method

The Change Style Indicator (CSI) is a 22-item self-assessment tool. The stronger preference for either a conserver or an originator approach to change will be on the far ends of the scale. The closer an individual is to the center, the stronger their preference for the pragmatist style. The three styles display different preferences and tendencies when dealing with change. To complete the test items, respondents are asked to distribute three points between two options, A and B. Based on how much they prefer one style they can rank the option from 0, 1, 2, or 3. They must make sure that both answers for each item always adds up to 3.

Items

1. I am good at generating new ideas. Vs. I am good at building upon existing ideas.
2. I become bored easily with routine tasks. Vs. I can perform long detailed tasks without boredom.
3. I am good with details. Vs. I can see the big picture.
4. I like to work on practical problems. Vs. I like to work on theoretical problems
5. I value originality. Vs. I value practicality.
6. I prefer to follow the book. Vs. I prefer to make it up as I go along.
7. I like to try out new and untried solutions. Vs. I like to try practical solutions.

8. I prefer to work on one project at a time. Vs. I prefer to work on several projects simultaneously.
9. I produce many ideas, some of which may be unworkable. Vs. I produce a few relevant and proven ideas.
10. I believe policies should be challenged. Vs. I believe policies should be followed.
11. I promote harmony in groups. Vs. I promote the sharing of different opinions in groups.
12. I bend the rules. Vs. I abide by the rules.
13. I seek familiarity. Vs. I seek adventure.
14. I complete projects in a roundabout way. Vs. I complete projects in a step-by-step fashion.
15. I like doing things in a familiar way. Vs. I like doing things differently each time.
- 16 16. I like to hand off a project once I know it can be done. Vs. I like to follow a project through to the end.
17. I prefer creating something new. Vs. I prefer improving upon something that already exists.
18. I appreciate tradition. Vs. I appreciate change.
19. I like working on cutting-edge issues. Vs. I like working on relevant day-to-day issues.
20. I make decisions based on actual fact. Vs. I make decisions based on my intuition.
21. I prefer written instructions. Vs. I prefer picture instructions.
22. I respond to situations in a measured way. Vs. I respond to situations spontaneously.