Figure 1. Determinants and outcomes of organizational readiness for change

- Change Valence

- Possible Contextual Factors*
  - Organizational culture
  - Policies and procedures
  - Past experience
  - Organizational resources
  - Organizational structure

- Informational Assessment
  - Task demands
  - Resource perceptions
  - Situational factors

- Organizational Readiness for Change
  - Change commitment
  - Change efficacy

- Change-Related Effort
  - Initiation
  - Persistence
  - Cooperative behavior

- Implementation Effectiveness

* Briefly mentioned in text, but not focus of the theory