

# *ChangeWorks!*

Personal & Professional Change Management System

## **Expanded Small Group ChangeWorks Profile Report**

Client Information

Professional Information

IPT BBVS 2013

704-987-6500

[lnapier@masterstream.com](mailto:lnapier@masterstream.com)

Basic Business Viability Study





To the Client:

This report shares the results of the Group ChangeWorks® profile your respondents recently completed.

Keep in mind that a ChangeWorks® profile is NOT a traditional psychometric instrument and should NOT be confused with personality tests, values inventories, or any of the other popular assessments offered in the marketplace today. Rather than focus on WHO your respondents are at a core level, the ChangeWorks® profile explores HOW your respondents are currently responding to the specific activities selected for the profile.

For each activity, your respondents were asked to rate their perceptions across four dimensions:

- The size of the **SITUATION** the activity represents to them.
- The level of **ABILITY** they possess to perform the activity.
- The level of **CHALLENGE** they feel the activity presents to them.
- The level of **IMPORTANCE** the activity holds for them.

Based on their responses, the set of ChangeGrids® you see in this report were created.

The ChangeWorks® profile is **descriptive**, **predictive** and **prescriptive** and reveals a great deal of very useful information about your respondents' levels of readiness and engagement in performing each activity, the likelihood of follow-through and the type and level of support they will need for maximum results.

The ChangeGrid® can best be described as a mirror reflecting perceptions your respondents have about each of the activities — conversations that THEY are having with THEMSELVES about THEMSELVES. Only a ChangeWorks® Professional can properly interpret the results and help you develop specific strategies for maximizing your respondents' performance for each activity.

Remember that your respondents' perceptions are DYNAMIC — not STATIC — and that means that their responses are constantly changing. As you work with your ChangeWorks® Professional you may be asked to have your respondents complete this same profile multiple times as a way of tracking progress and measuring results.

We hope you find your ChangeWorks® experience interesting, insightful and beneficial in helping you accomplish more of the things you want most.

*T. Falcon Napier*  
*Founder*  
*The Institute for Productive Tension*



1. Activity List
2. Activity List
3. Activity List
4. Activity List
5. Activity List
6. Activity List
7. Activity List
8. Activity List
9. Group Layer 1: Response
10. Group Layer 5: Energy
11. Group Layer 8: Engagement
12. Group Layer 1: Response
13. Group Layer 5: Energy
14. Group Layer 8: Engagement
15. Group Layer 1: Response
16. Group Layer 5: Energy
17. Group Layer 8: Engagement
18. Group Layer 1: Response
19. Group Layer 5: Energy
20. Group Layer 8: Engagement
21. Group Layer 1: Response
22. Group Layer 5: Energy
23. Group Layer 8: Engagement
24. Group Layer 1: Response
25. Group Layer 5: Energy
26. Group Layer 8: Engagement
27. Group Layer 1: Response
28. Group Layer 5: Energy
29. Group Layer 8: Engagement
30. Group Layer 1: Response

- 31. Group Layer 5: Energy
- 32. Group Layer 8: Engagement
- 33. Group Layer 1: Response
- 34. Group Layer 5: Energy
- 35. Group Layer 8: Engagement
- 36. Group Layer 1: Response
- 37. Group Layer 5: Energy
- 38. Group Layer 8: Engagement
- 39. Group Layer 1: Response
- 40. Group Layer 5: Energy
- 41. Group Layer 8: Engagement
- 42. Group Layer 1: Response
- 43. Group Layer 5: Energy
- 44. Group Layer 8: Engagement
- 45. Group Layer 1: Response
- 46. Group Layer 5: Energy
- 47. Group Layer 8: Engagement
- 48. Group Layer 1: Response
- 49. Group Layer 5: Energy
- 50. Group Layer 8: Engagement
- 51. Group Layer 1: Response
- 52. Group Layer 5: Energy
- 53. Group Layer 8: Engagement
- 54. Group Layer 1: Response
- 55. Group Layer 5: Energy
- 56. Group Layer 8: Engagement
- 57. Group Layer 1: Response
- 58. Group Layer 5: Energy
- 59. Group Layer 8: Engagement
- 60. Group Layer 1: Response

- 61. Group Layer 5: Energy
- 62. Group Layer 8: Engagement
- 63. Group Layer 1: Response
- 64. Group Layer 5: Energy
- 65. Group Layer 8: Engagement
- 66. Group Layer 1: Response
- 67. Group Layer 5: Energy
- 68. Group Layer 8: Engagement
- 69. Group Layer 1: Response
- 70. Group Layer 5: Energy
- 71. Group Layer 8: Engagement
- 72. Group Layer 1: Response
- 73. Group Layer 5: Energy
- 74. Group Layer 8: Engagement
- 75. Group Layer 1: Response
- 76. Group Layer 5: Energy
- 77. Group Layer 8: Engagement
- 78. Group Layer 1: Response
- 79. Group Layer 5: Energy
- 80. Group Layer 8: Engagement
- 81. Group Layer 1: Response
- 82. Group Layer 5: Energy
- 83. Group Layer 8: Engagement
- 84. Free-Text
- 85. Demographics
- 86. Demographics

	S	Ideal Location		I
		A	C	
1. Identifying the natural prospect base for my services.	4	10	8	10
<p>This Activity addresses Problem Area #1) Misunderstanding the Marketplace</p> <p>The marketplace for speakers, trainers, coaches, and consultants is vast quite literally bursting with opportunity. Yet all opportunities are not created equal. Certain topics, audiences and decision makers are far easier to secure, while other topics, audiences and decision makers are much more of a struggle. For greater success, build your business by focusing on the natural marketplace for your programs, products and services rather than by creating opportunities where they do not naturally exist.</p>				
2. Keeping the vast majority of my revenue stream for myself.	2	10	10	12
<p>This Activity addresses Problem Area #2) Building Someone Elses Business</p> <p>When it comes to the world of speakers, trainers, coaches and consultants, being in business for yourself means a lot of different things. Some professionals offer programs and services of their own design to clients of their own choosing, while others offer programs and services designed by someone else to clients secured by someone else. Most professionals are somewhere in between. Ideally, emphasis should be placed on offering your own intellectual property to your own clients, rather than presenting someone elses programs and/or working with someone elses clients for a fraction of the possible revenue stream.</p>				
3. Building the client list of my dreams.	4	10	10	10
<p>This Activity addresses Problem Area #3) Client Population by Default A successful business walks hand-in-hand with a great client list. Some client lists are the result of hand selection and deliberate pursuit, while others are the result of random referrals and happenstance. Ideally, your client list should be built from people that you intentionally chose and pursued rather than clients that came to you as the result of casual referrals, circumstances and luck.</p>				

S - Size  
A - Ability  
C - Challenge  
I - Importance

	S	Ideal Location			I
		A	C		
4. Building a fully leveraged business.	8	10	10		10
<p>This Activity addresses Problem Area #4) Building a Non-Leveraged Business</p> <p>The most successful professionals in our industry are those who get the most benefit out of everything they do. Some professionals create a unique program or service for every client they acquire, while others leverage many income-generating opportunities from each program or service they develop. Ideally, you should thoroughly leverage your offerings, not fill your calendar with one-off presentations and programs.</p>					
5. Capturing all possible revenues from a given project or client.	3	10	10		10
<p>This Activity addresses Problem Area #5) Leaving Money on the Table</p> <p>Far beyond the simple fee that a professional receives for an hour or day of their time exists a wide-array of income generating opportunities that are, sadly, often overlooked. The vast majority of client opportunities could include customization services, follow-up services and a robust menu of program enhancements. If you tend to sell your clients complete solutions, you are on the right track. But, if your clients end up with just the bare bones solution, you are missing out on valuable opportunities.</p>					
6. Getting paid what I'm really worth.	4	10	10		10
<p>This Activity addresses Problem Area #6) Not Getting Paid What You're Worth</p> <p>This problem area is self-explanatory. At the end of the day, you should feel that you've been generously compensated for your efforts, not underappreciated, undervalued and underpaid.</p>					

S - Size  
A - Ability  
C - Challenge  
I - Importance



	Ideal Location			
	S	A	C	I
7. Securing appropriate professional credentials.	8	9	9	10
<p>This Activity addresses Problem Area #7) Lack of Professional Credentials</p> <p>Depending on the type of practice you are building, professional credentials, academic degrees, certifications and designations may be vital to your competitive standing and ultimate success. Even in situations where such credentials are not required, affiliations with professional associations and enhanced training could make the difference between who is selected and who is not. Obviously, you should obtain all of the credentials appropriate for the practice you are trying to build.</p>				
8. Offering state-of-the-industry topics, programs, products and services.	8	10	8	10
<p>This Activity addresses Problem Area #8) Weaknesses in Programs &amp; Services</p> <p>It should come as no surprise that in our industry, CONTENT IS KING. While some professionals continue to offer programs and services that are vintage at best, others specialize in leading edge concepts. It is much better if you are teaching contemporary programs in contemporary ways, rather than programs and services that are fundamentally de rigueur.</p>				
9. Differentiating myself from my competition in relevant and meaningful ways.	6	9	9	10
<p>This Activity addresses Problem Area #9) No Competitive Differentiation</p> <p>The truly successful professionals are the ones that have established a brand for themselves. Whether in content, delivery or marketing, they have created an edge over their competition. Your goal is to set yourself apart from your peers by as many unique attributes as possible.</p>				
10. Marketing myself successfully to my ideal prospects.	8	10	8	12
<p>This Activity addresses Problem Area #10) Lack of Marketing Skills and Systems</p> <p>It doesn't matter how good of a speaker, trainer, coach or consultant you are if you can't find clients. Finding clients is the result of a well-conceived and well-executed marketing strategy. You should have a well-formulated marketing system that is successfully producing clients in excess of your capacity not suffering like those who don't have a plan, aren't following their plans or have plans that aren't working.</p>				

S - Size  
A - Ability  
C - Challenge  
I - Importance

	Ideal Location			
	S	A	C	I
11. Pre-qualifying the value of pursuing a prospect.	2	10	8	9
<p>This Activity addresses Problem Area #11) Poor Sorting Skills Securing a client always involves an investment in time, money and energy. Not all opportunities justify the expenditure necessary to secure the deal. Knowing which opportunities are worth the pursuit and which are not can make or break the success of your practice. If you are highly selective about the opportunities you pursue and the amount of resources you invest in those pursuits, you're doing well but if you do not take the time to analyze whether or not an opportunity is worth the investment or simply don't know the difference, you're wasting valuable time.</p>				
12. Offering an engaging casual intake system.	4	10	8	9
<p>This Activity addresses Problem Area #12) No Casual Intake System In order for a prospect to understand, appreciate and ultimately purchase the programs and services offered by a speaker, trainer, coach or consultant, it is imperative that they have an opportunity to experience the program or service rather than simply have it explained to them. Successful professionals offer their prospects a complimentary, no-pressure opportunity to meet with them and experience what they have to offer.</p>				
13. Keeping my calendar filled with billable services.	2	10	8	10
<p>This Activity addresses Problem Area #13) Insufficient Revenue Business really is about the money. How much money is up to you. Considering your desired income and the practical costs of running your business, there is a specific level of activity at a given rate that must be met on an ongoing basis and exceeded if you want to make a profit.</p>				

S - Size  
A - Ability  
C - Challenge  
I - Importance

	S	Ideal Location		I
		A	C	
14. Defining a comprehensive scope of work with a given client.	2	10	8	10
<p>This Activity addresses Problem Area #14) No Needs Analysis System</p> <p>Ultimately, the size of the CONTRACT is dictated by the size of the NEED. Bigger contacts require the professional to establish a comprehensive set of client-specific needs on which the professional can base a training, coaching or consulting solution. Using a specific technique, approach or instrument for establishing client needs will produce far better results than if you don't have such a system or your system is not producing results.</p>				
15. Presenting my services in a way that powerfully engages my prospect.	3	10	8	10
<p>This Activity addresses Problem Area #15) Weak Solutions Presentation</p> <p>Following the needs assessment, the professional must package and present a solution in such a way that the prospect understands, accepts, and acts upon the professional's recommendations. This critical selling skill is natural for a small percentage of speakers, trainers, coaches and consultants and alien to the majority of the rest. Are you among the few who can powerfully pitch your solutions?</p>				
16. Converting most qualified prospects into clients.	2	10	10	12
<p>This Activity addresses Problem Area #16) Poor Closing Ratios</p> <p>Sooner or later, even exceptional presenters must ask for the order. This is the moment of truth the moment that separates success and struggle. If you have no hesitation in closing the deal, congratulations! But if you find yourself getting to the threshold and not stepping across, there's serious work to be done.</p>				

S - Size  
A - Ability  
C - Challenge  
I - Importance

	S	Ideal Location			I
		A	C		
17. Protecting the value of what I offer.	3	10	10		11
<p>This Activity addresses Problem Area #17) Giving Away the Farm Many times, professional speakers, trainers, coaches and consultants will offer a prospect an additional service as a way of sweetening the deal. While this is a common and logical practice, many professionals offer excessive and/or unnecessary complimentary services even AFTER the deal is decided. As a result, they obligate themselves to provide services at no charge to a client who may have otherwise paid for them, thereby increasing their workload and reducing their profit. It is financially better to resist the temptation to give away your services than be generous to a fault.</p>					
18. Ensuring clients follow through on action plans.	6	8	8		10
<p>This Activity addresses Problem Area #18) Delivering Results While its true that clients are ultimately responsible for what they choose to do or not do following a training, coaching or consulting experience, its also true that they tend to blame the professional when things dont turn out the way they had hoped. Its incumbent upon the professional to do whatever they can to ensure that the client puts their learning into practice and their guidance into action and using that success to establish the value and prove the ROI of their programs, products and services.</p>					
19. Preventing stagnant client relationships.	4	8	10		10
<p>This Activity addresses Problem Area #19) Stagnant Client Relationships As your professional practice grows, so grows your client list. But, what exactly is a client? A client is an individual or organization who uses your services on an ongoing basis. The day they stop using you is the day they become a former client. The goal, obviously, is to maintain active, growing client relationships. Filling your calendar with individuals or organizations that have used you in the past and will continue to use you in the future, is far better than watching your active client list get smaller and smaller or finding yourself having fewer and fewer engagements.</p>					

S - Size  
A - Ability  
C - Challenge  
I - Importance



	S	Ideal Location			I
		A	C		
20. Leveraging existing relationships to get qualified referrals.	3	8	10		10
<p>This Activity addresses Problem Area #20) Poor Networking Results Unless you're among the rarest of human developmental professionals who actually enjoy the work of cold selling, building your business on the goodwill and recommendations of others is the way to go. Are you taking full advantage of the connections your existing networks could offer you or neglecting, avoiding or forgetting to ask for testimonials and referrals from people who know you and value what you have done?</p>					
21. Maintaining discipline and accountability.	2	10	10		12
<p>This Activity addresses Problem Area #21) Insufficient Discipline &amp; Accountability Ideally, you have no problem with keeping yourself focused and responsible for your work on a daily and ongoing basis but, if you know all-to-well the struggle of staying on track to accomplish your goals, aligning yourself with an accountability partner may be a critical component of your success.</p>					
22. Securing all of the equipment, materials and services to market and operate my business effectively.	6	10	8		10
<p>This Activity addresses Problem Area #22) Trouble with Tools of the Trade To successfully market and provide services as a speaker, trainer, coach or consultant requires a specific set of up-to-date collateral materials which may include: brochures, forms, workbooks, planning sheets, contracts, powerpoint presentations, etc.</p>					
23. Building an appropriate support network.	6	10	8		10
<p>This Activity addresses Problem Area #23) Inadequate Support System There are a lot of things that need to be done in your business that YOU dont need to be doing. The challenge is building a reliable team to take those responsibilities off of your plate. While many human development professionals are trying to do it ALL by themselves, you'll fare better if you assemble a support network appropriate for your business.</p>					

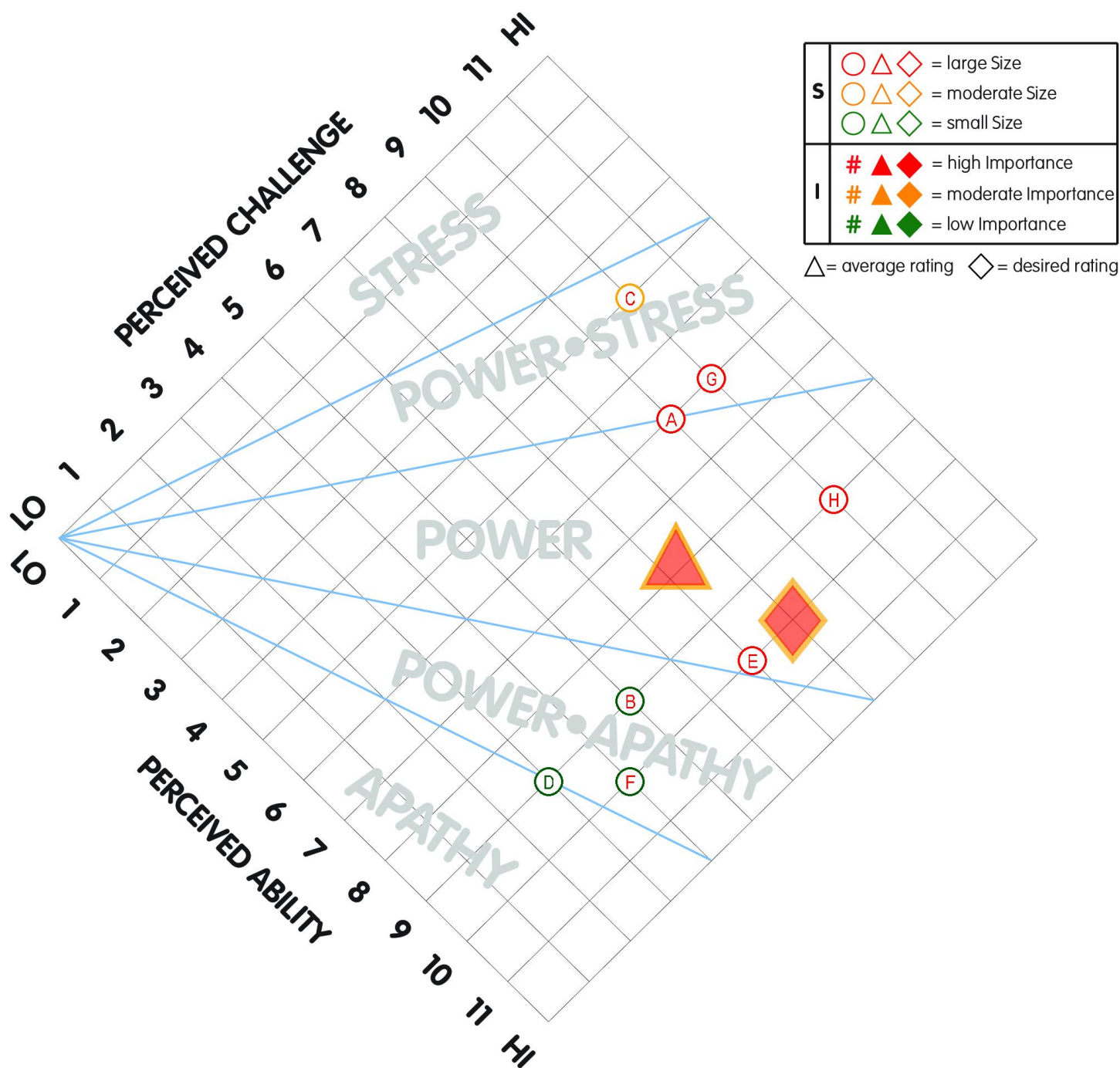
S - Size  
A - Ability  
C - Challenge  
I - Importance



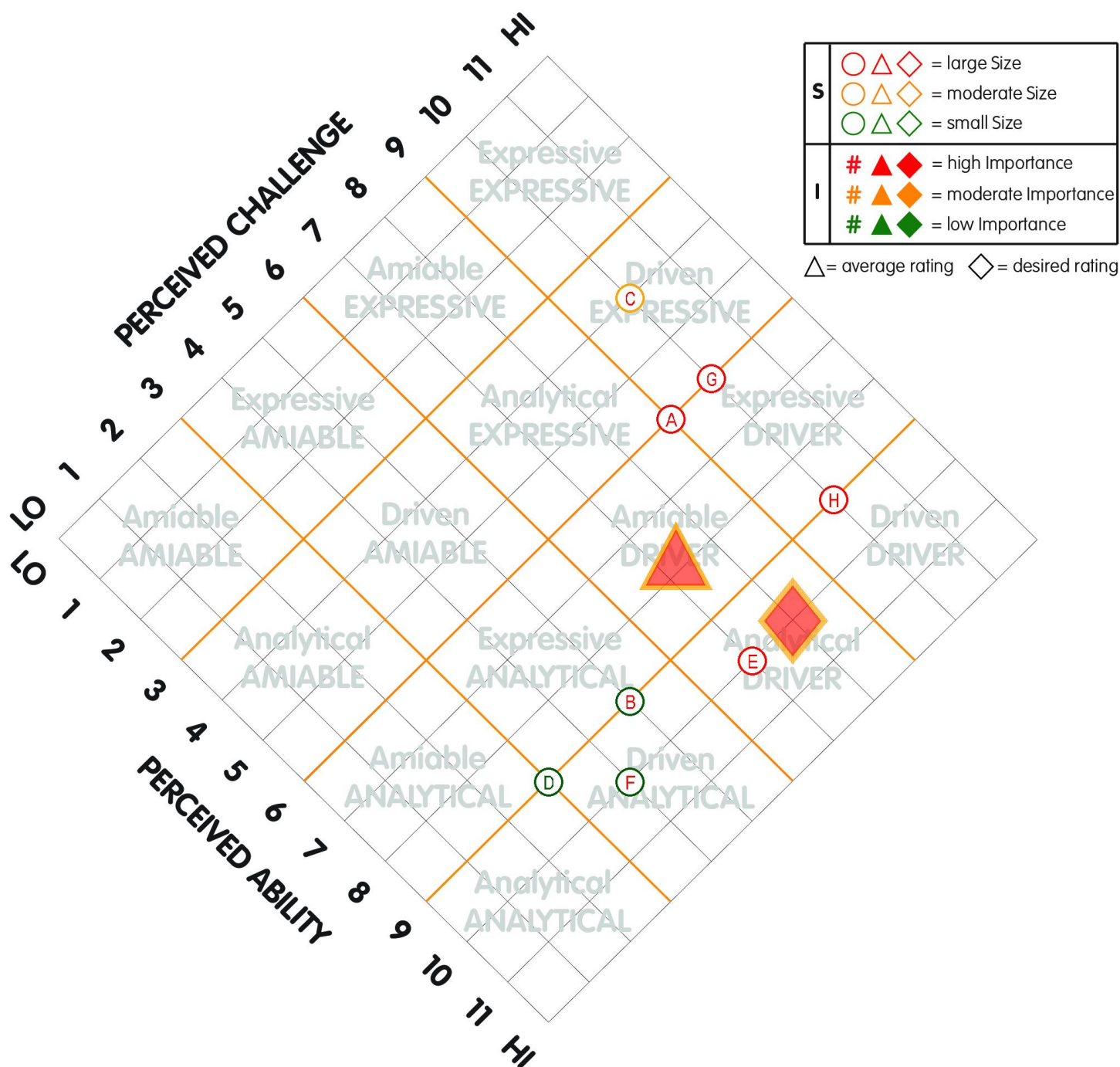
	Ideal Location			
	S	A	C	I
24. Carefully selecting peers and colleagues.	3	10	8	10
<p>This Activity addresses Problem Area #24) Relationships Without Purpose As someone achieves greater levels of success as a speaker, trainer, coach or consultant they find themselves approached by increasing numbers of people who want to pick their brain or create a synergistic partnership. Far too often, these discussions are a waste of the professionals time, offering little or nothing in exchange for the professionals expertise and guidance. While paying your dues and returning a favor is a noble thought, it wont pay the bills. Successful professionals are selective about who they spend their time with and specific about what they expect in return. They surround themselves with other professionals who truly support them in building their practices not people they feel like they're giving without getting.</p>				
25. Developing an exit/succession strategy.	4	10	8	10
<p>This Activity addresses Problem Area #25) No Succession Plan/Exit Strategy Sooner or later, we would all like to retire in style. How grand that style will be is in large part dictated by our exit strategy. Will you SELL your business or just go OUT of business? Will you have continuing PASSIVE income or will continuing income PASS you by?</p>				

S - Size  
A - Ability  
C - Challenge  
I - Importance

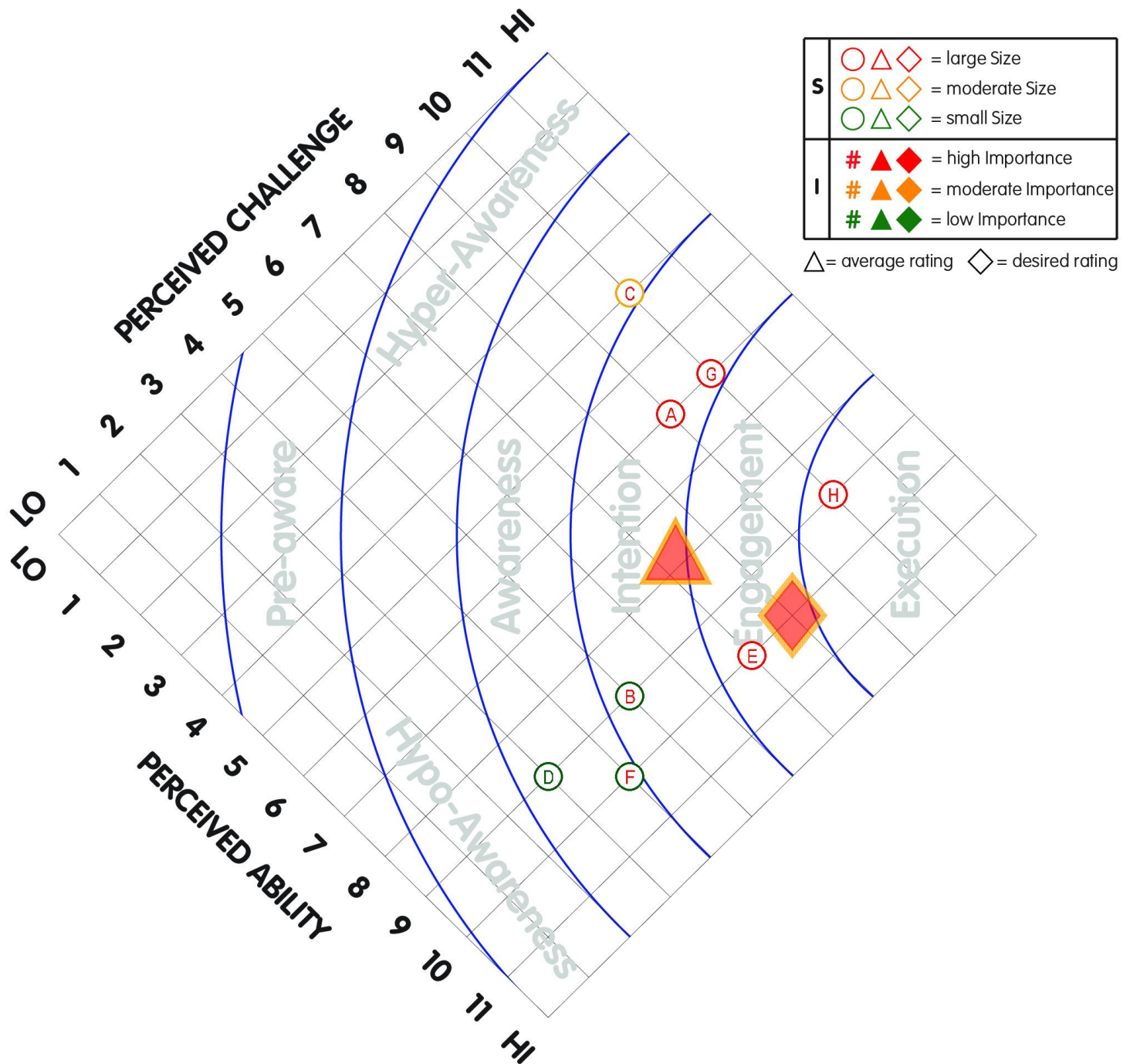
Activity #1: Identifying the natural prospect base for my services.



Activity #1: Identifying the natural prospect base for my services.

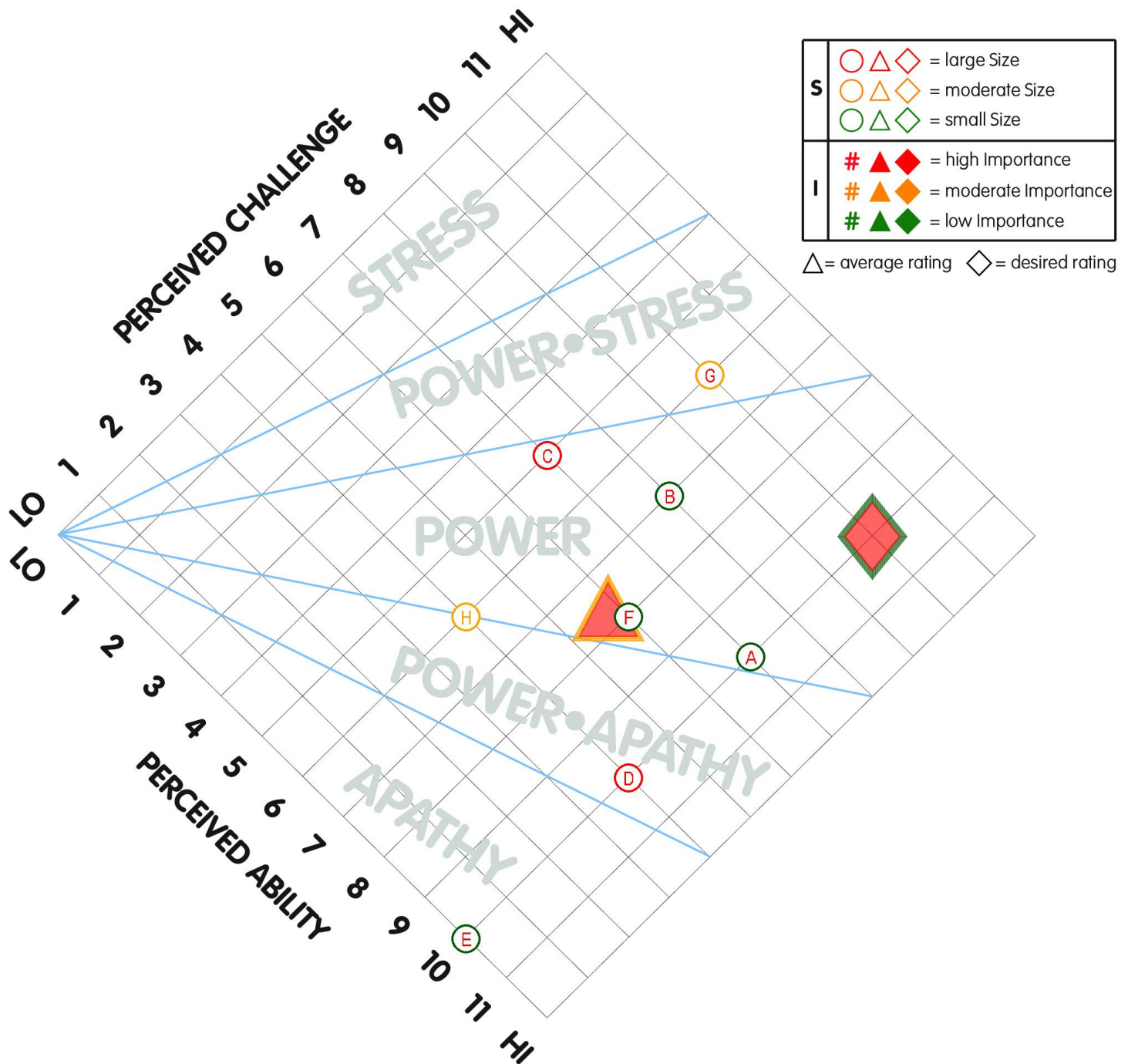


Activity #1: Identifying the natural prospect base for my services.



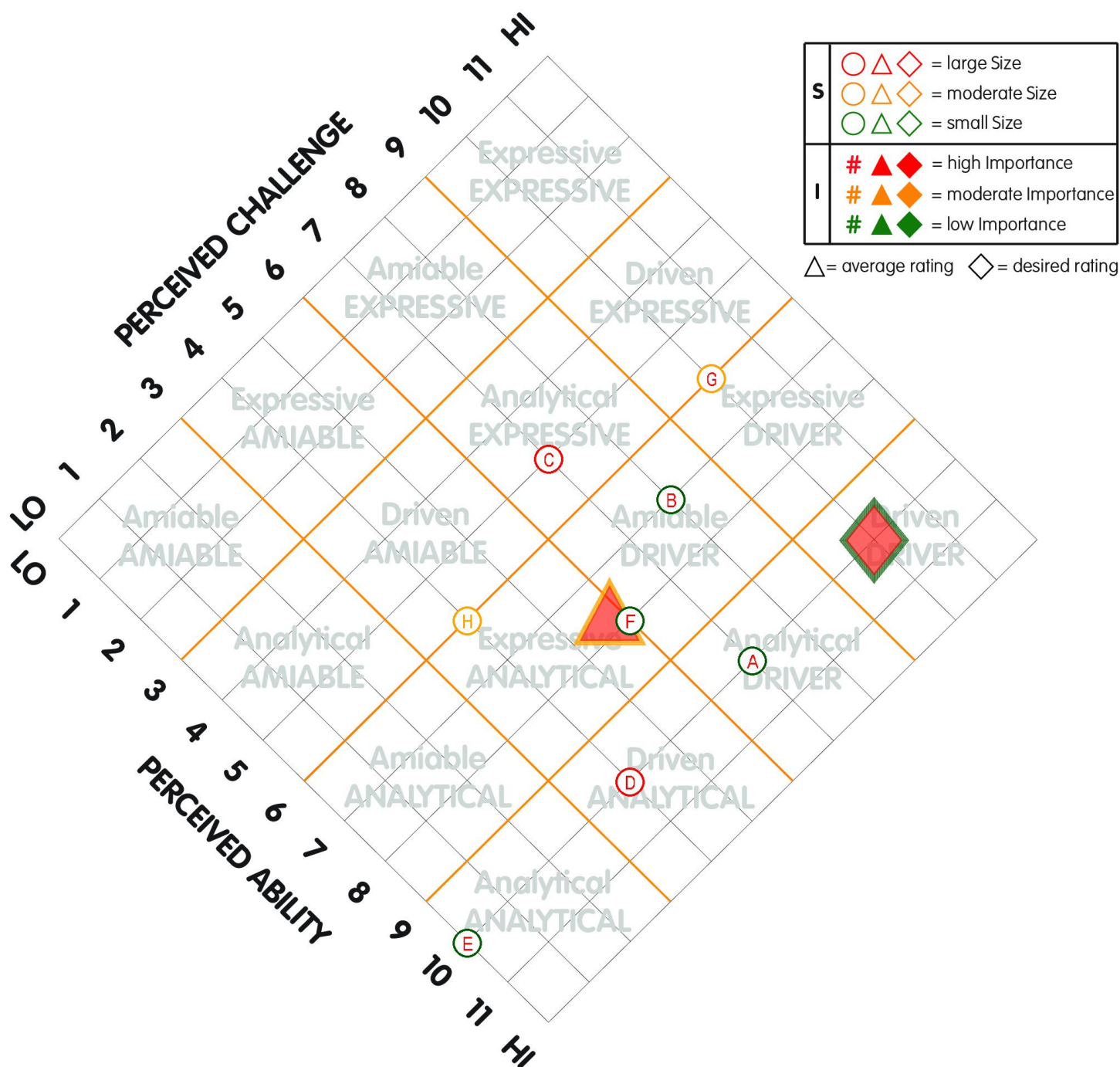


Activity #2: Keeping the vast majority of my revenue stream for myself.

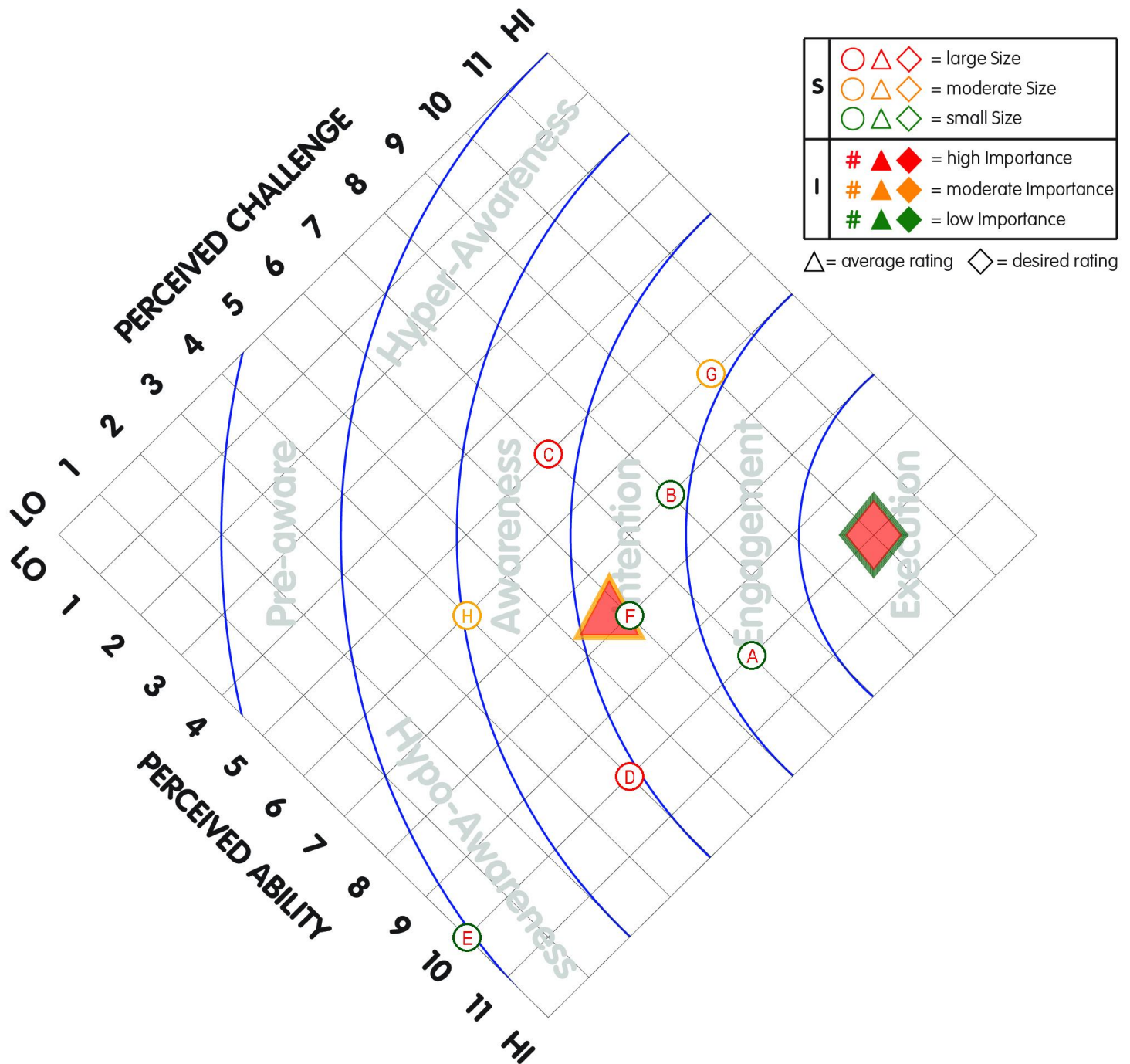




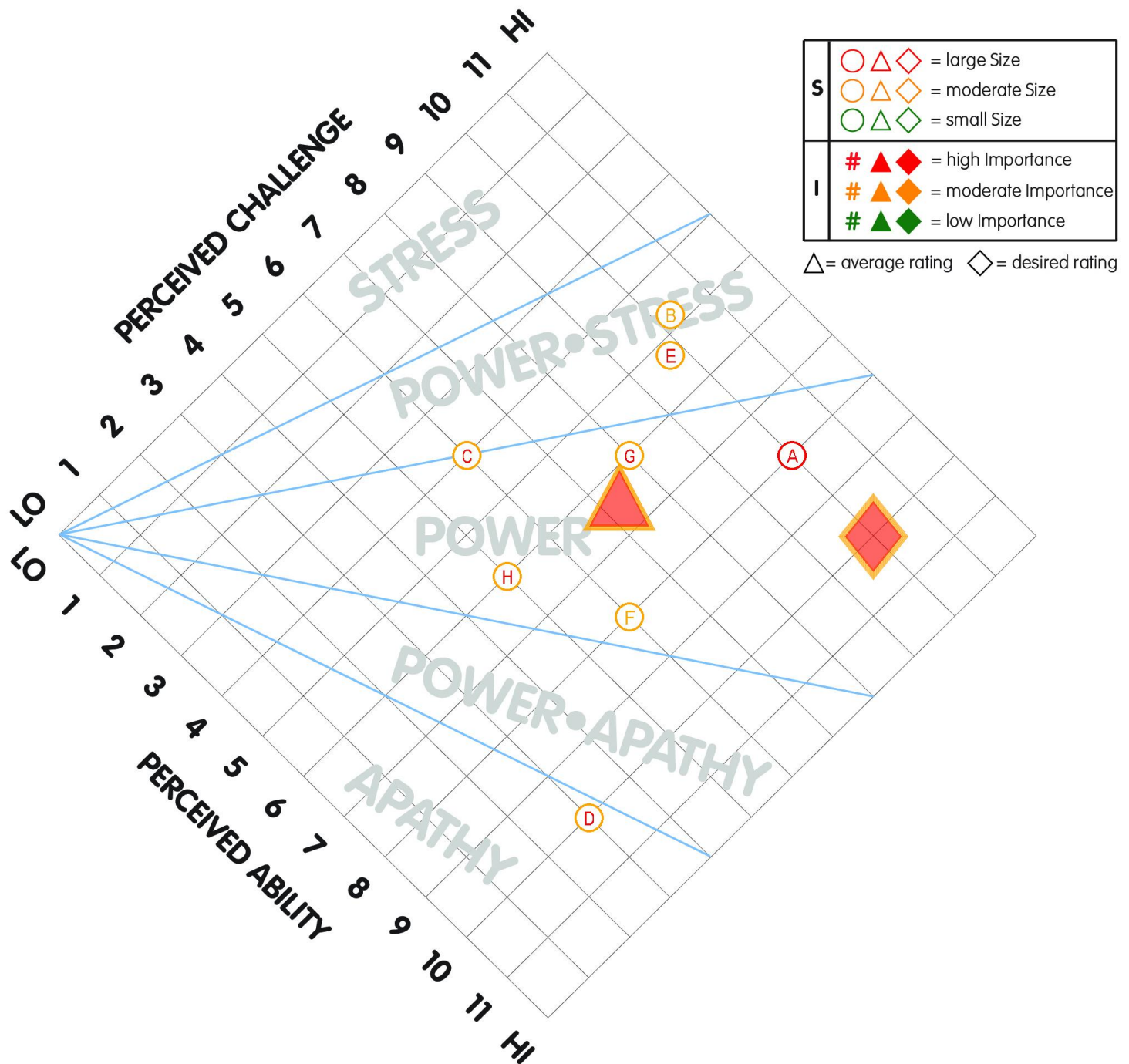
Activity #2: Keeping the vast majority of my revenue stream for myself.



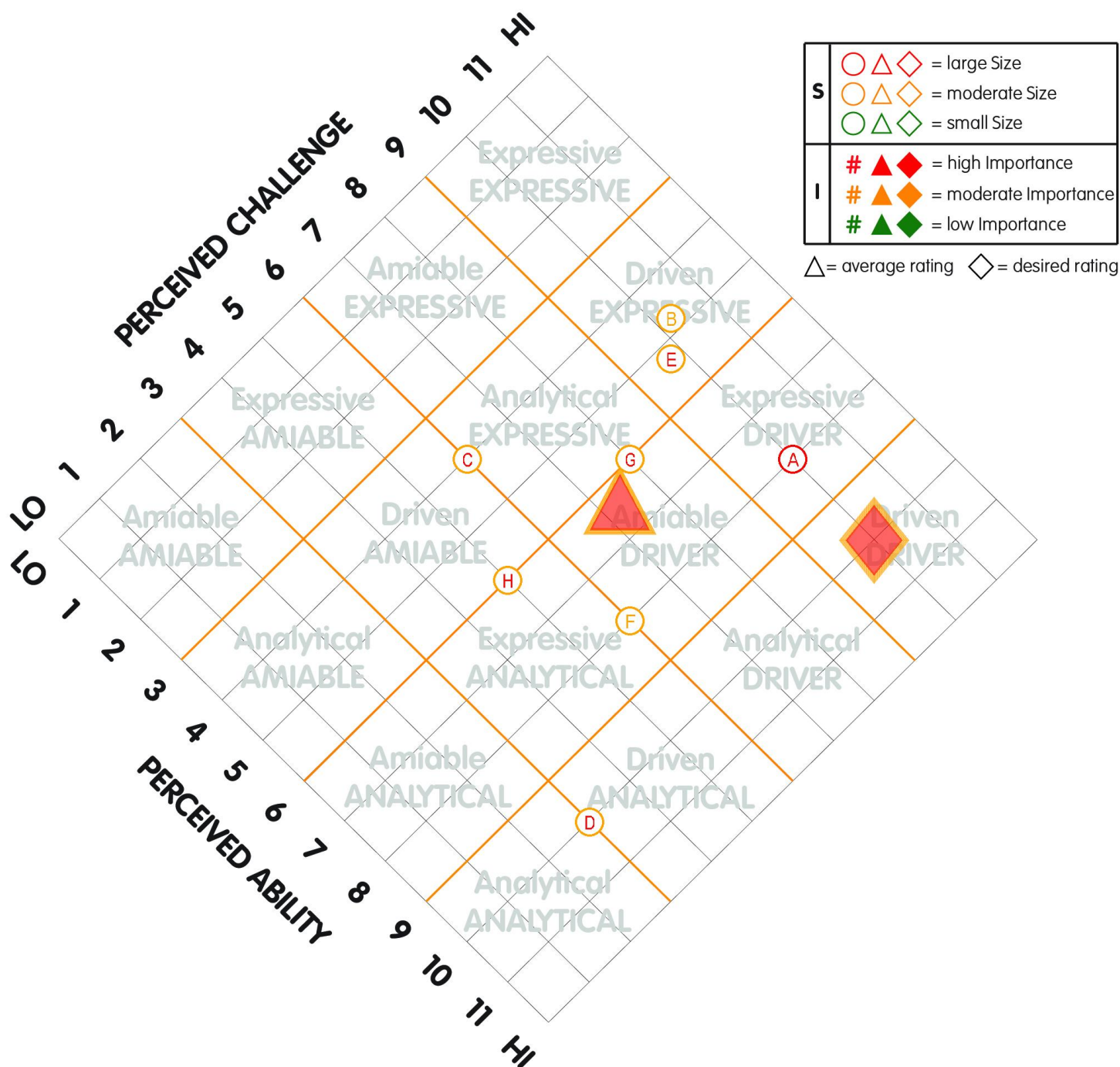
Activity #2: Keeping the vast majority of my revenue stream for myself.



Activity #3: Building the client list of my dreams.

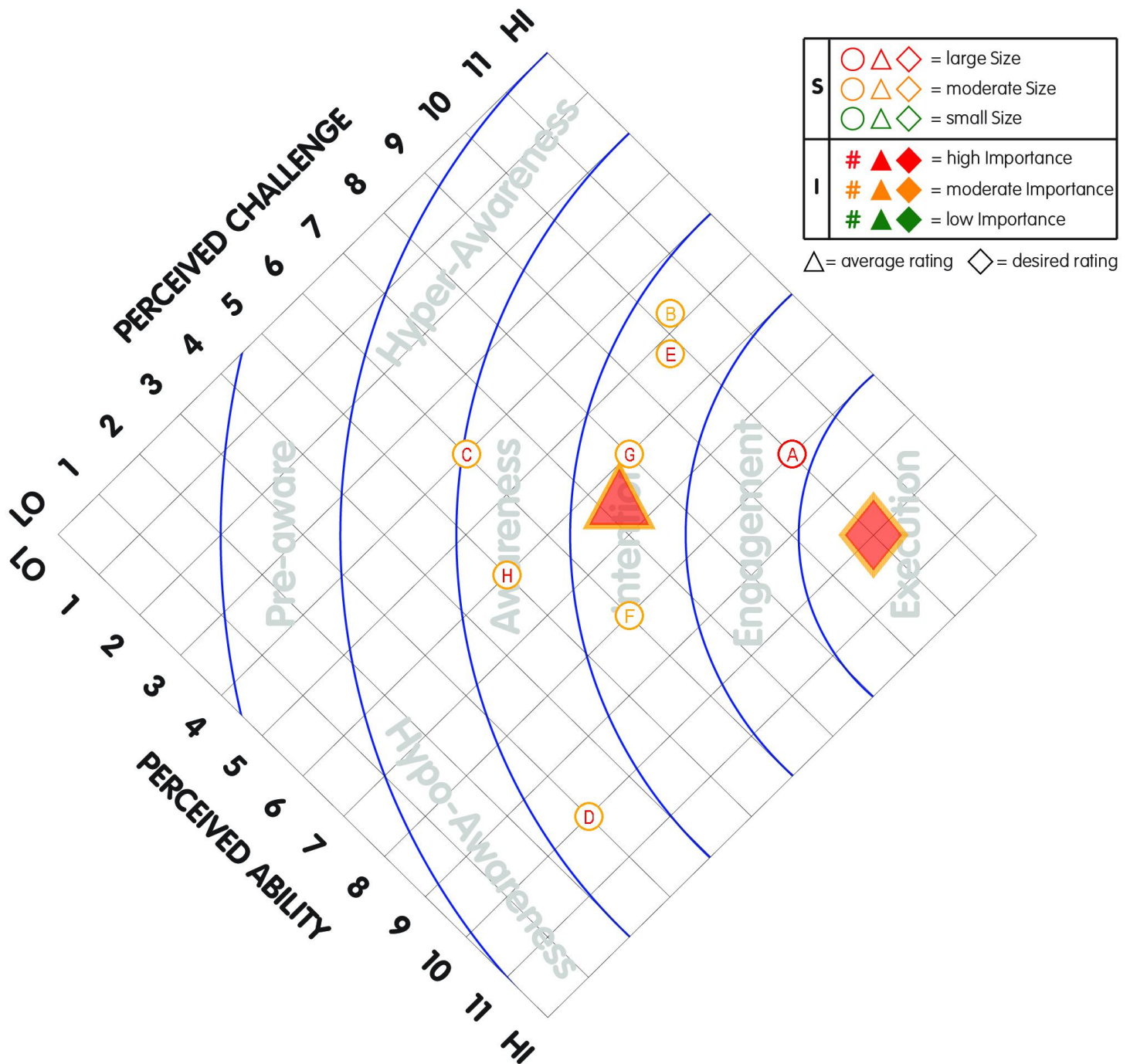


Activity #3: Building the client list of my dreams.



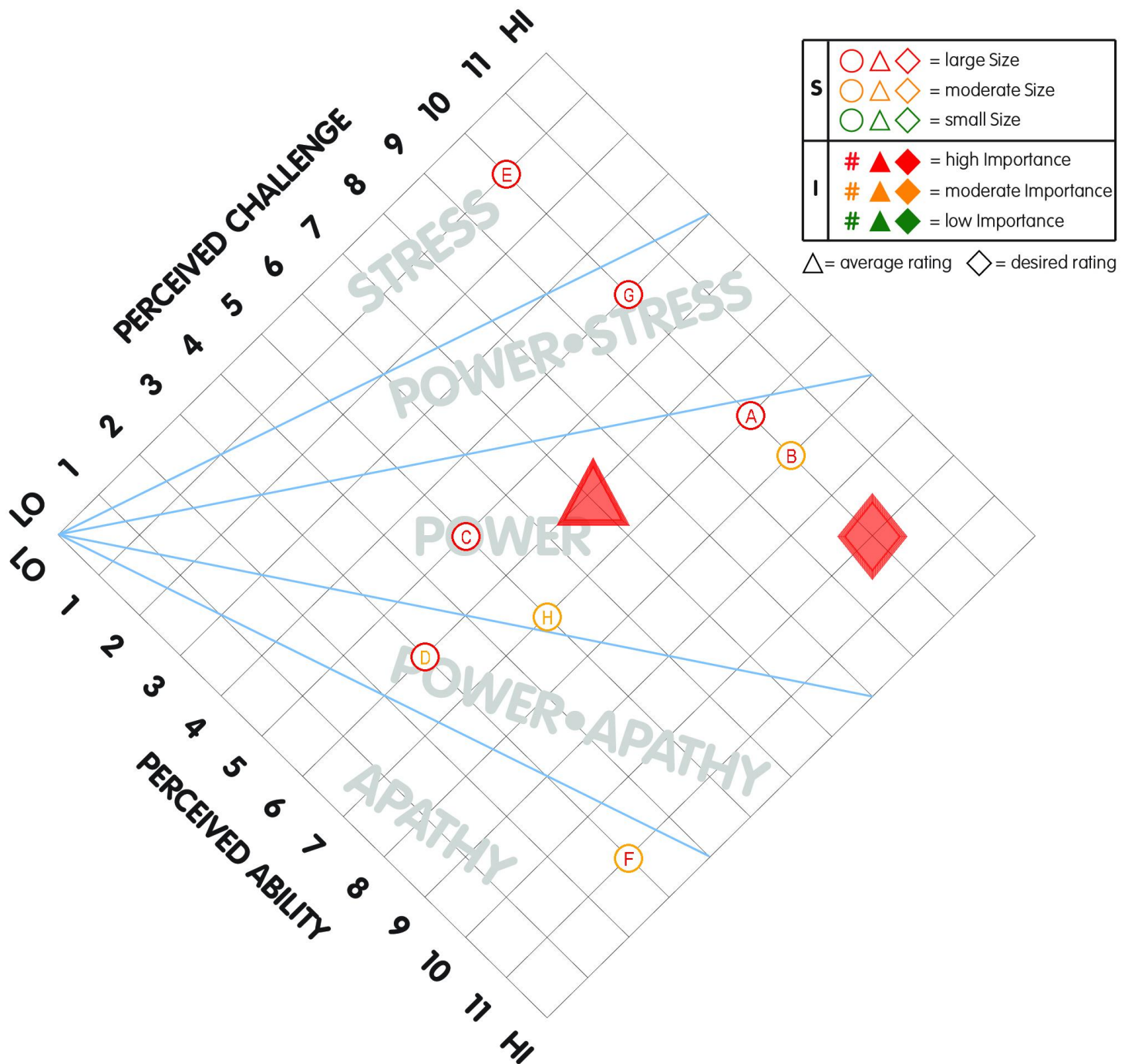


Activity #3: Building the client list of my dreams.

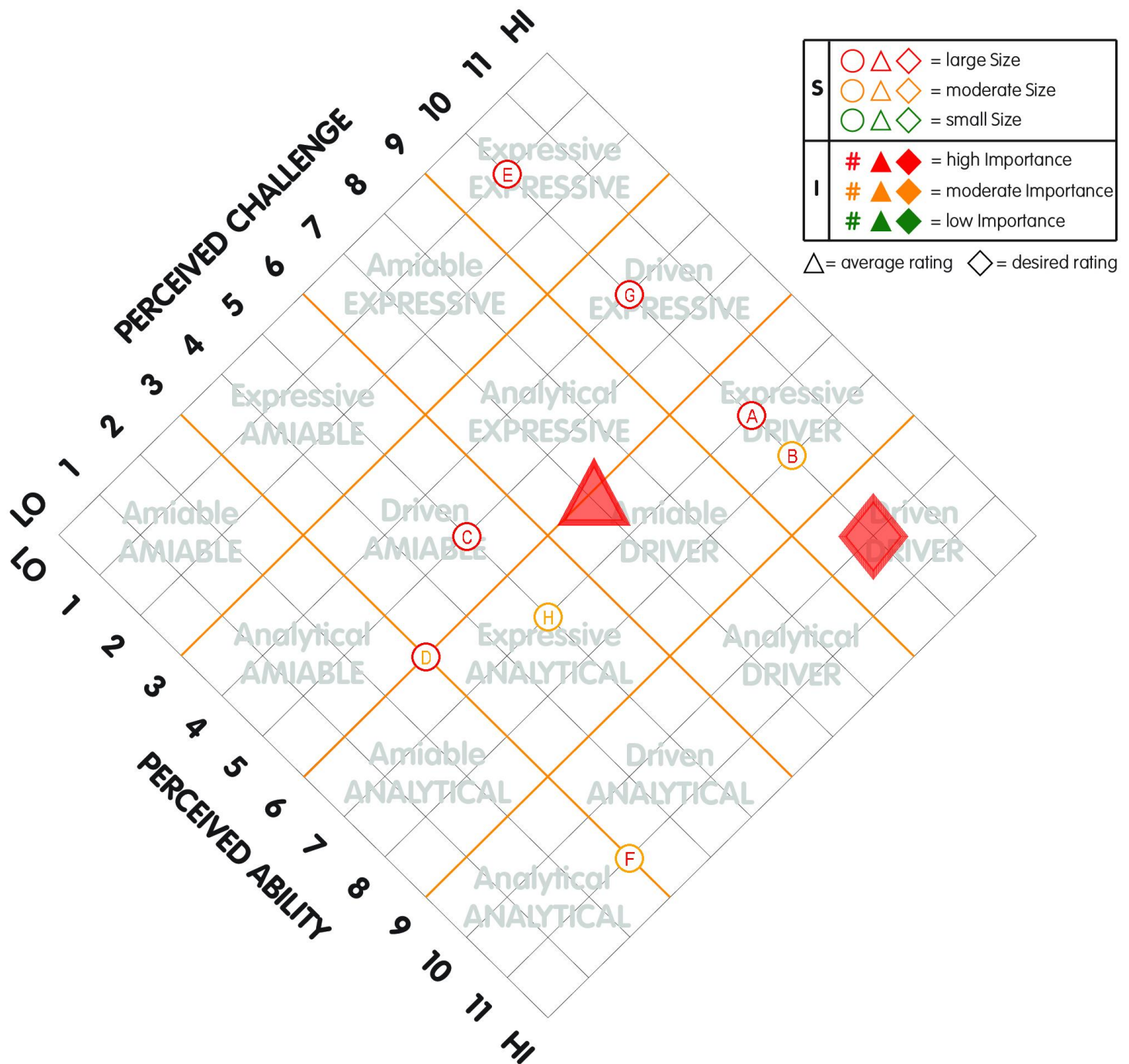




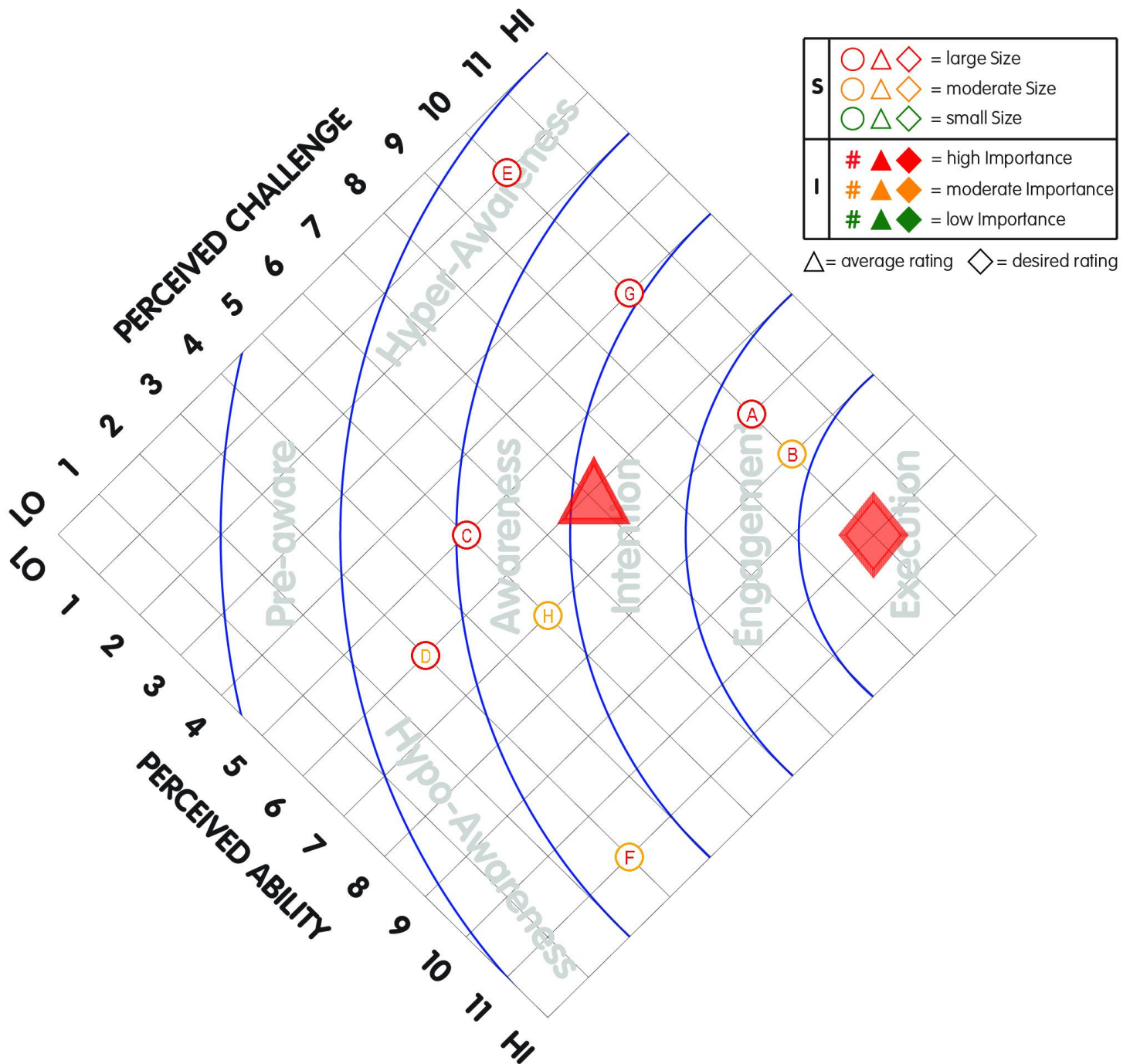
Activity #4: Building a fully leveraged business.



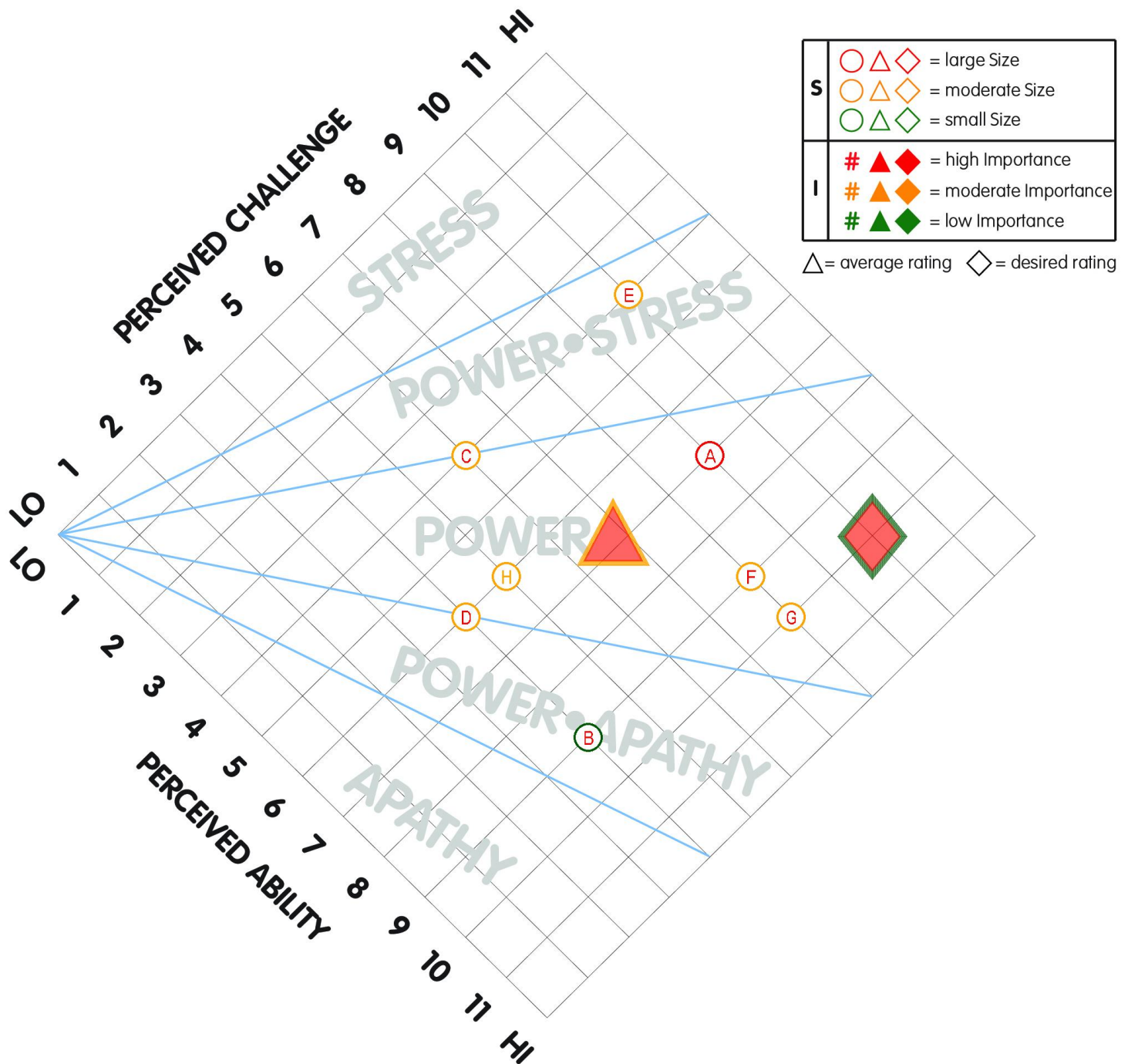
Activity #4: Building a fully leveraged business.



Activity #4: Building a fully leveraged business.

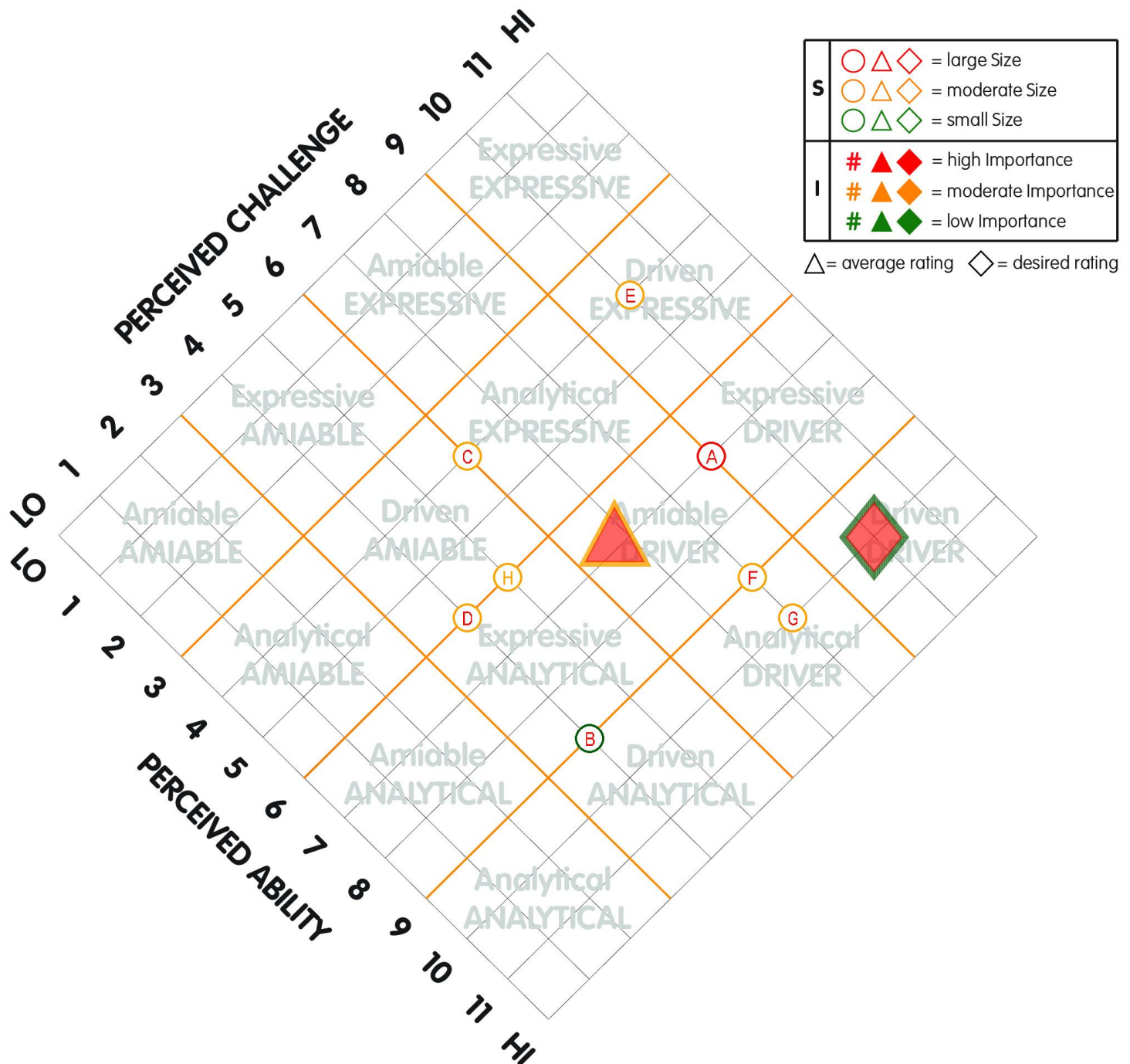


Activity #5: Capturing all possible revenues from a given project or client.

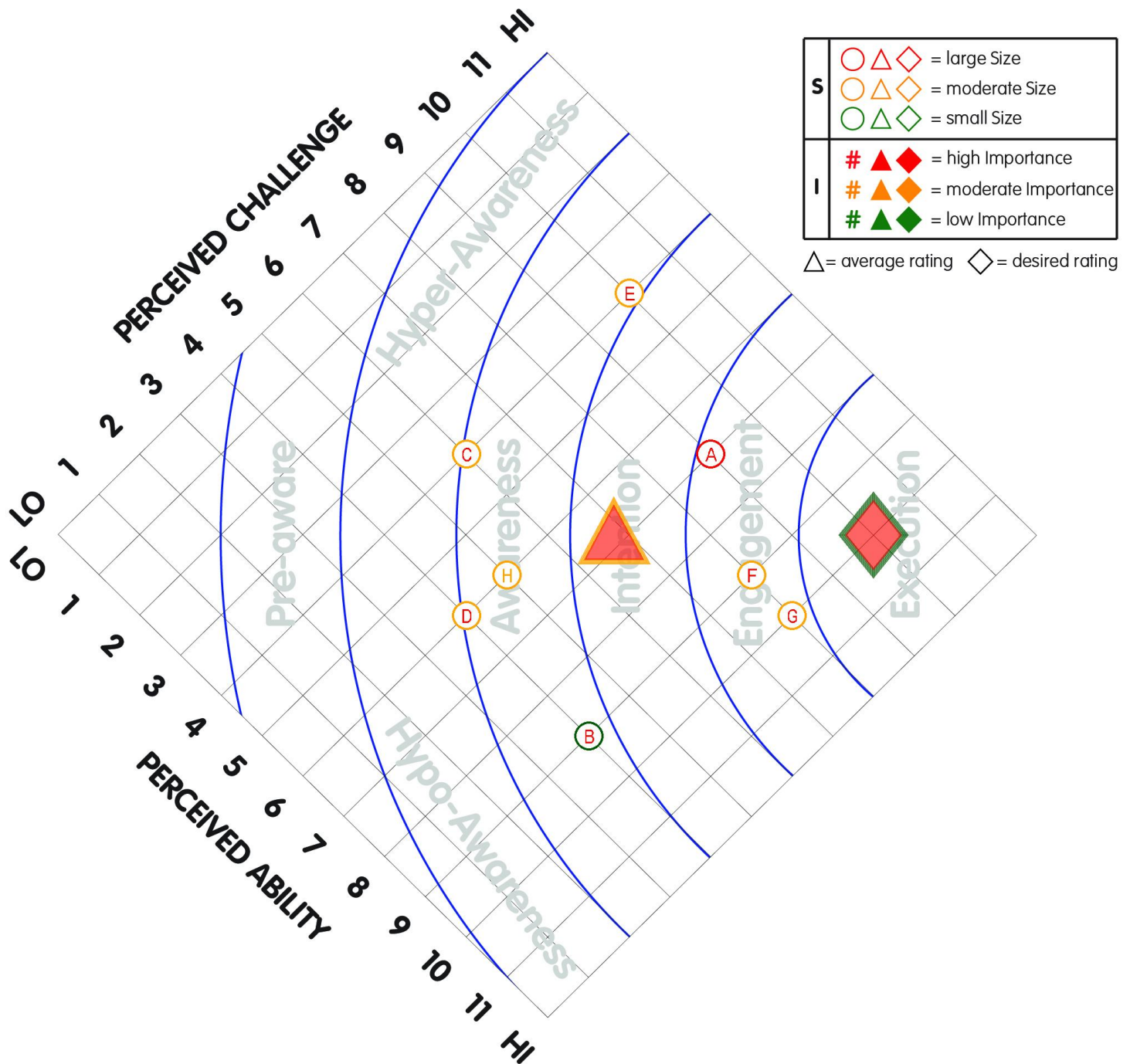




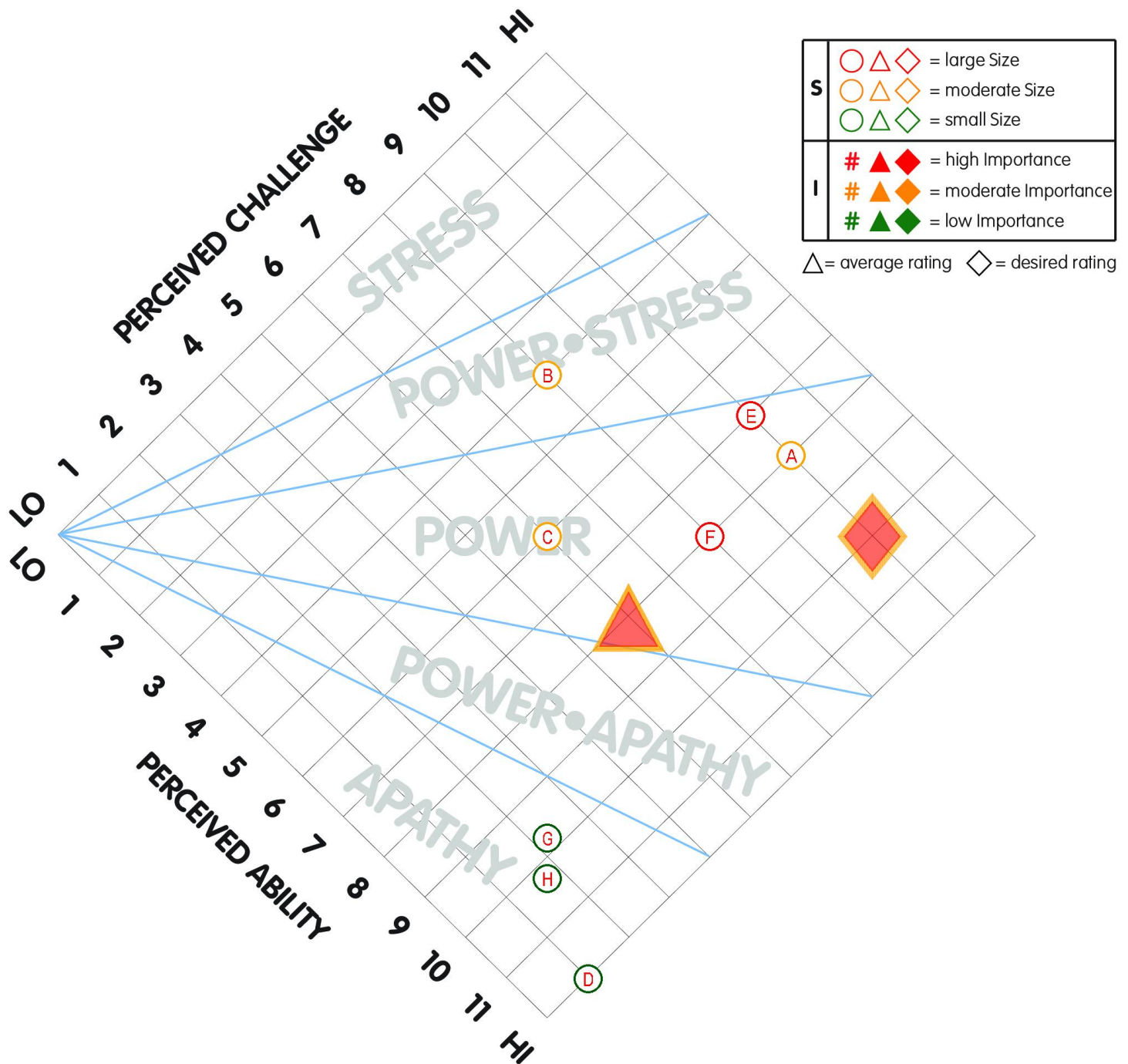
Activity #5: Capturing all possible revenues from a given project or client.



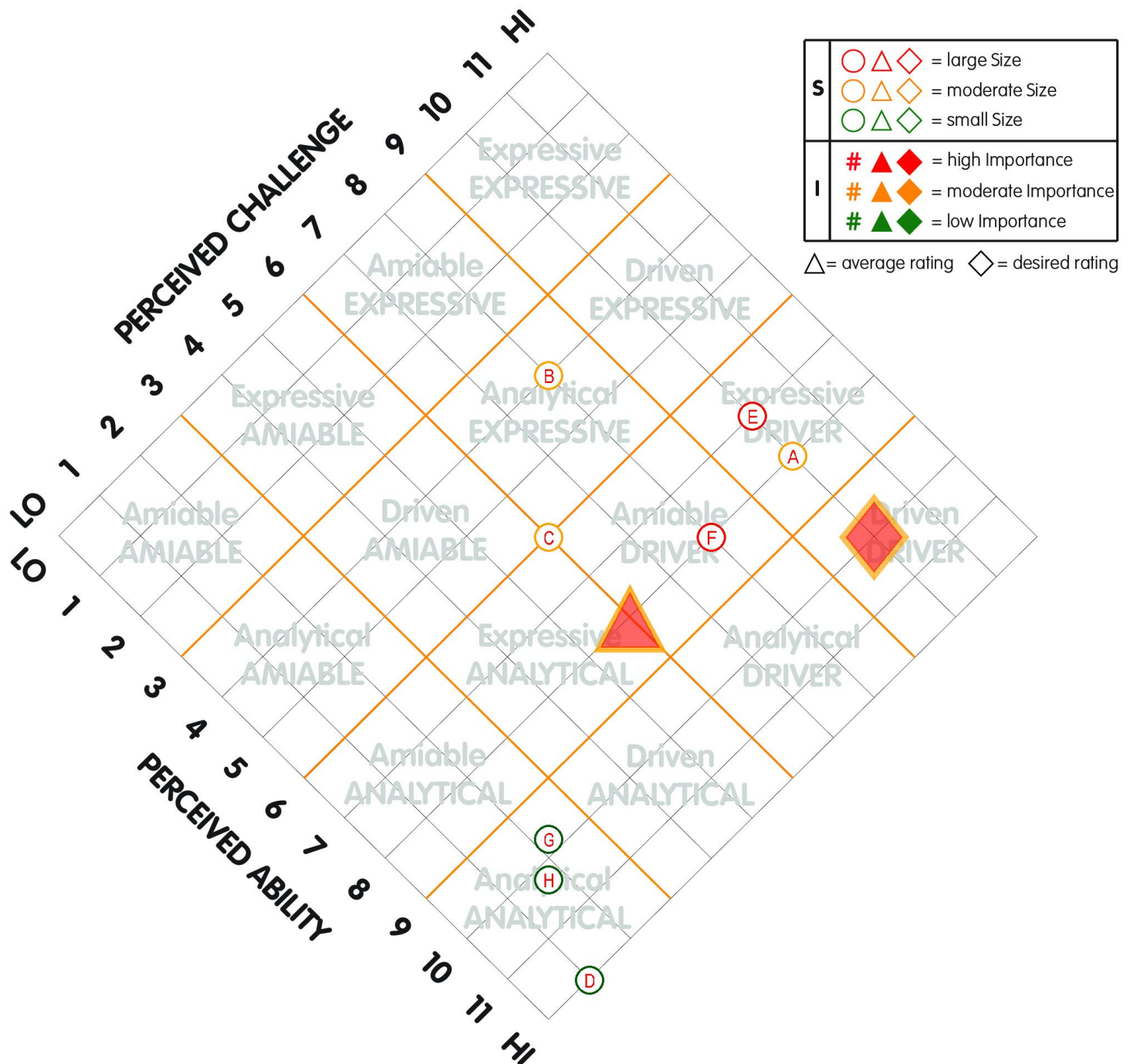
Activity #5: Capturing all possible revenues from a given project or client.



Activity #6: Getting paid what I'm really worth.

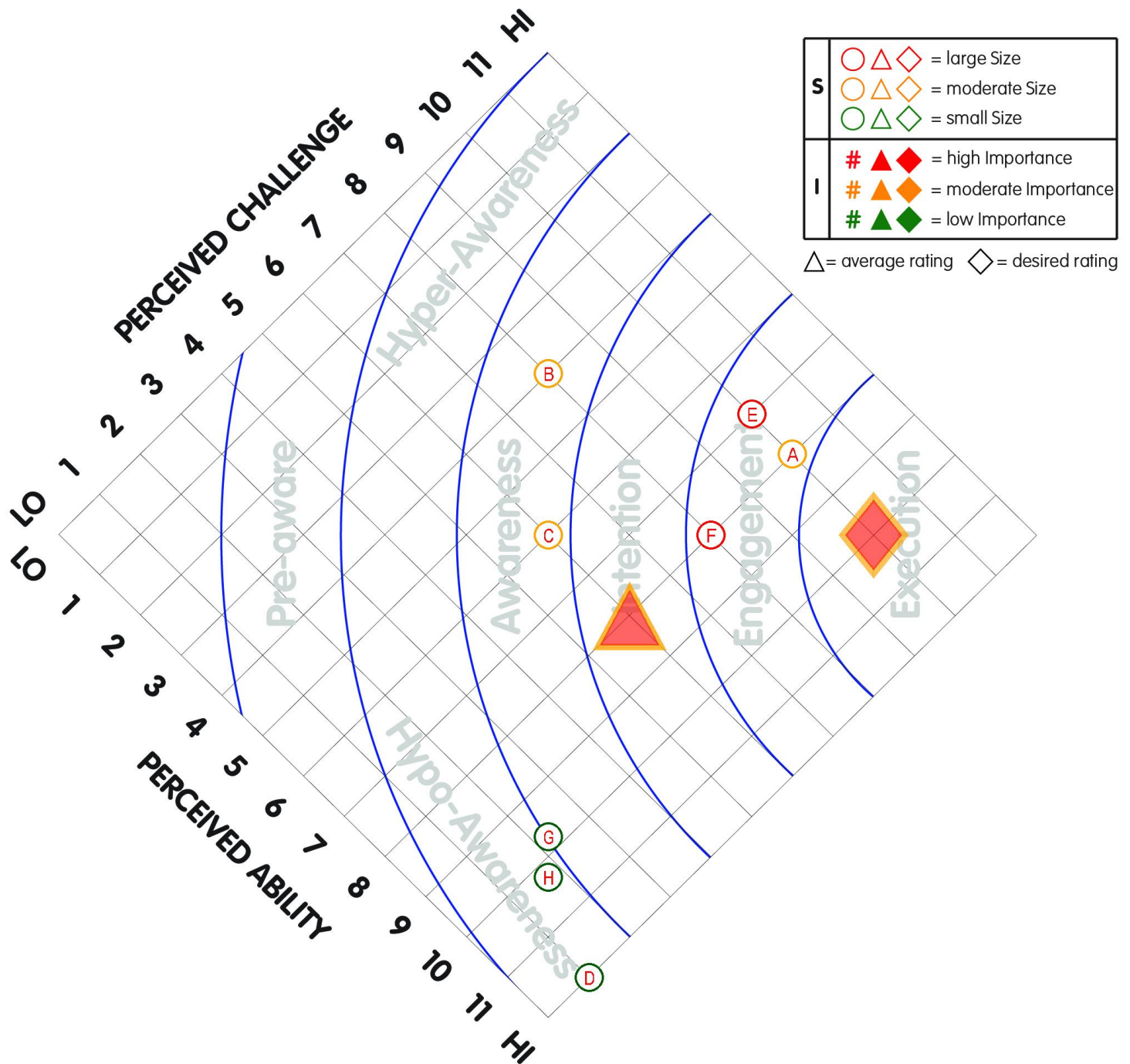


Activity #6: Getting paid what I'm really worth.

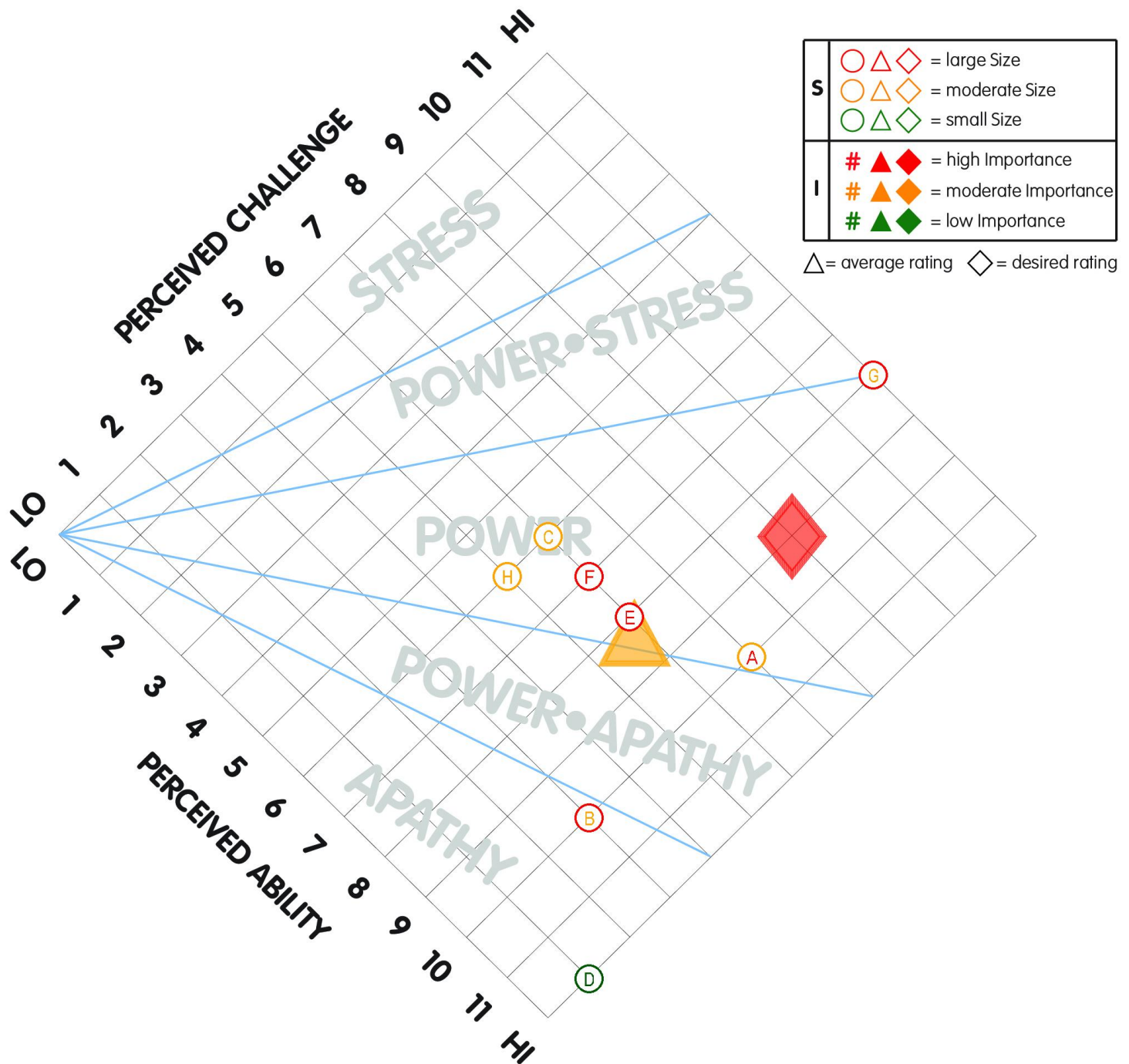




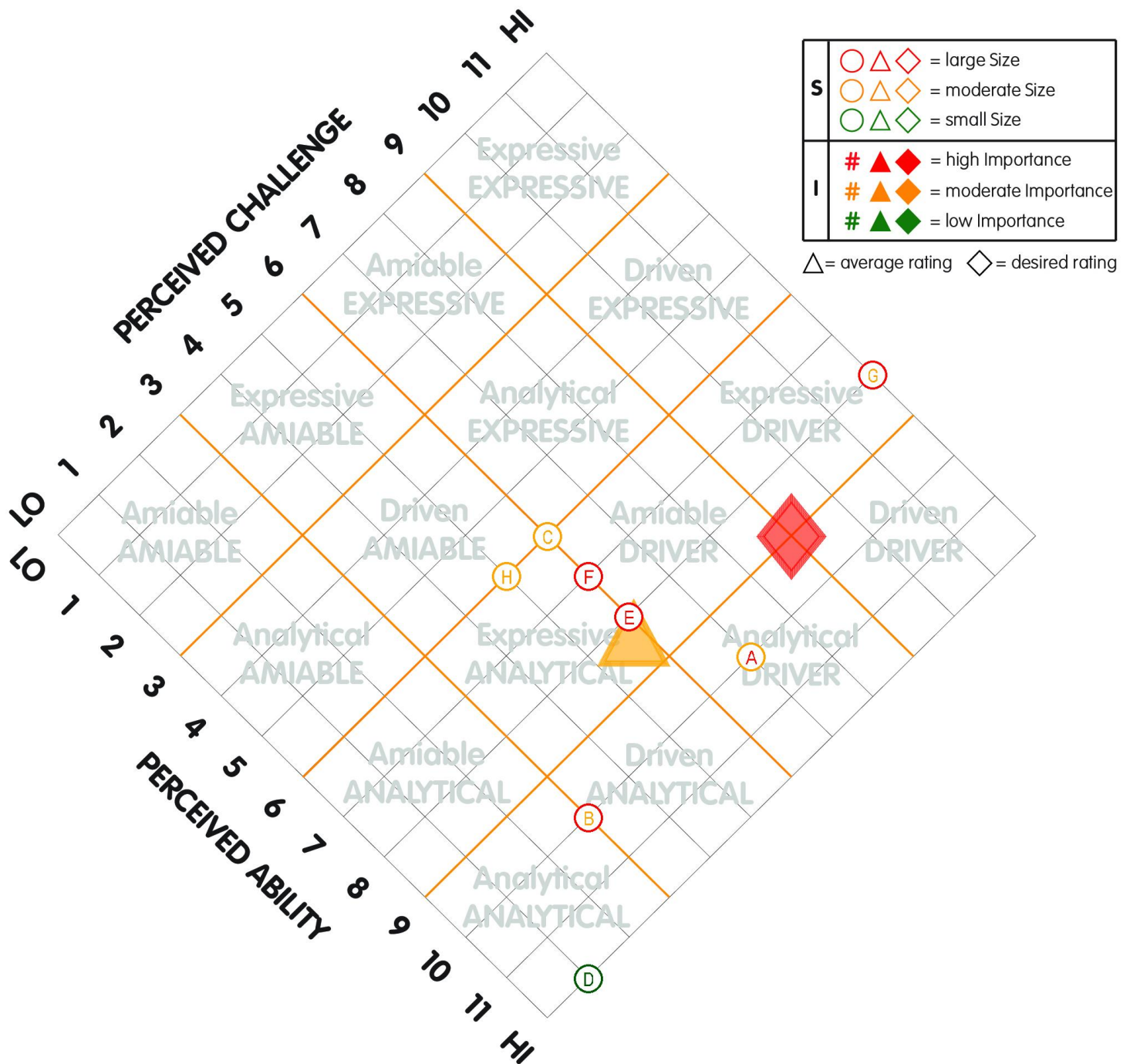
Activity #6: Getting paid what I'm really worth.



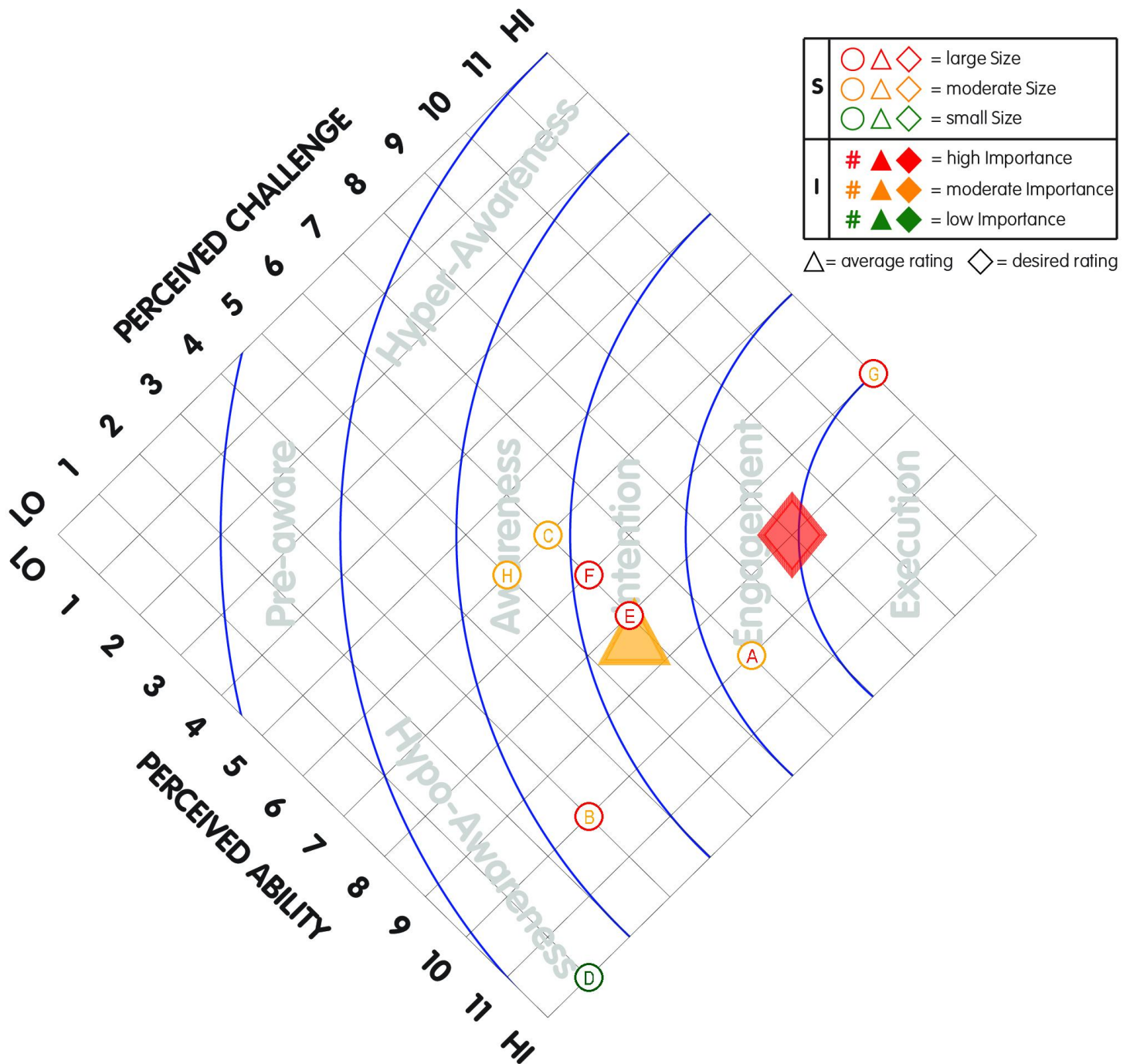
Activity #7: Securing appropriate professional credentials.



**Activity #7: Securing appropriate professional credentials.**

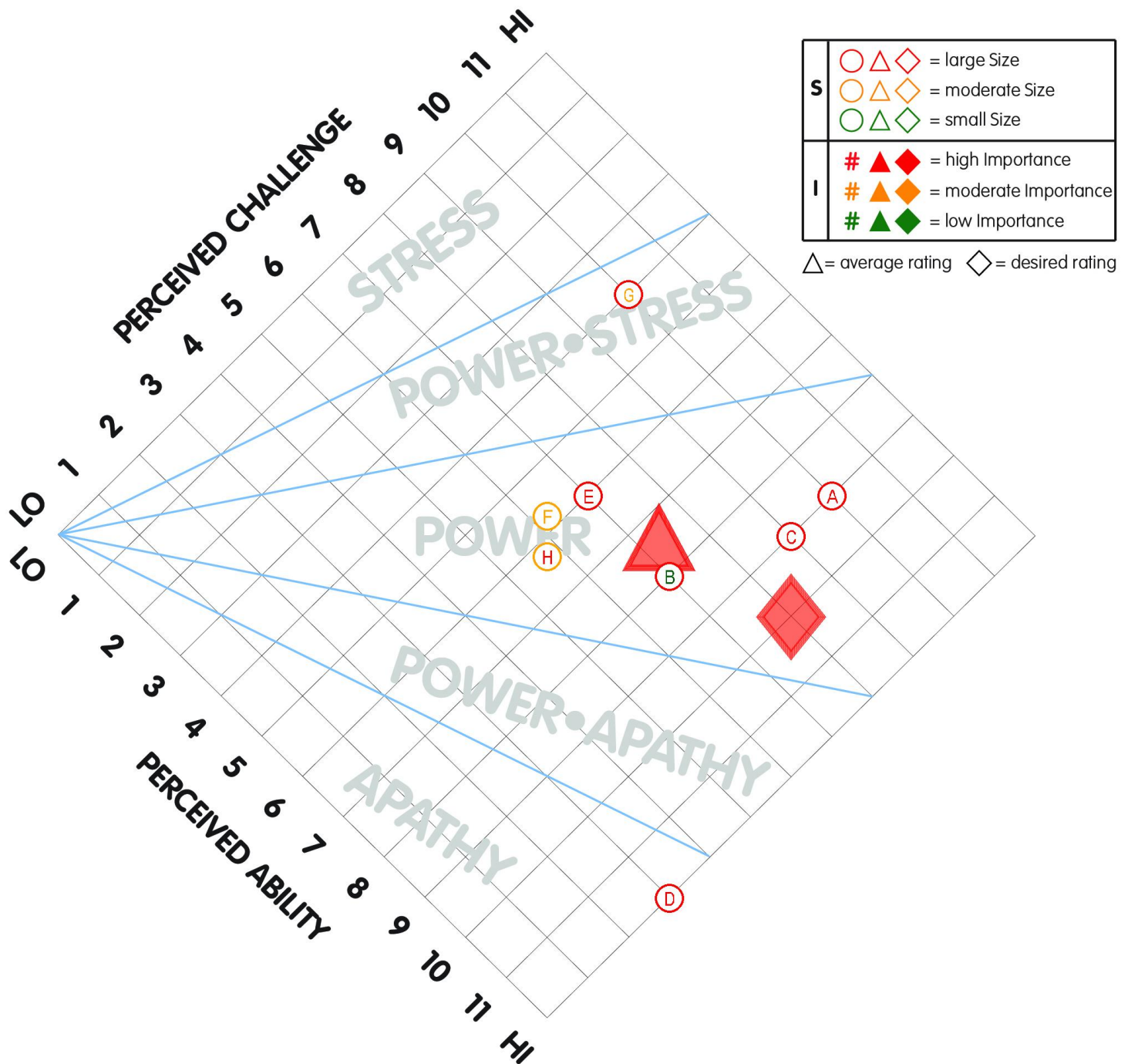


Activity #7: Securing appropriate professional credentials.

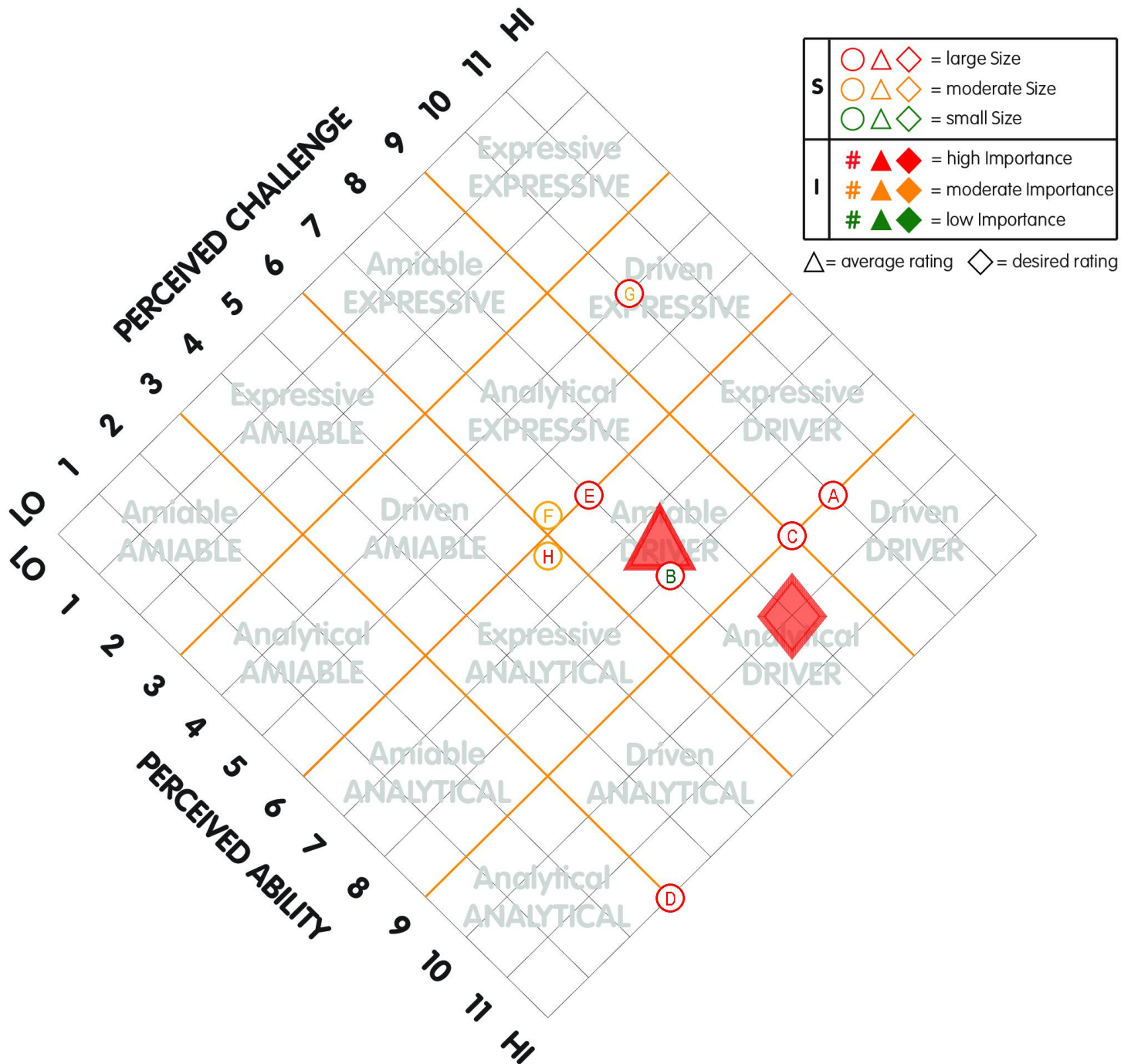




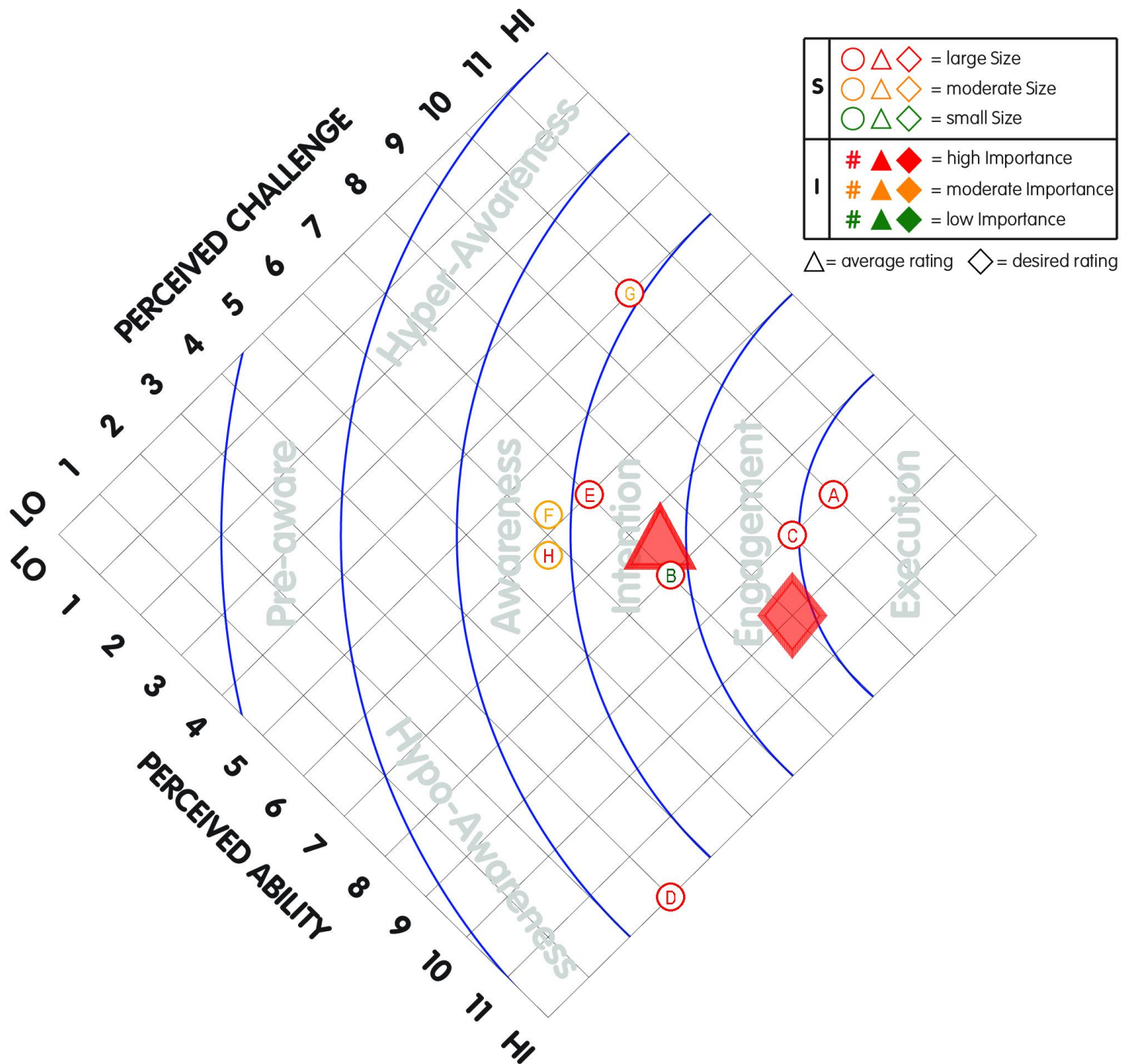
Activity #8: Offering state-of-the-industry topics, programs, products and services.



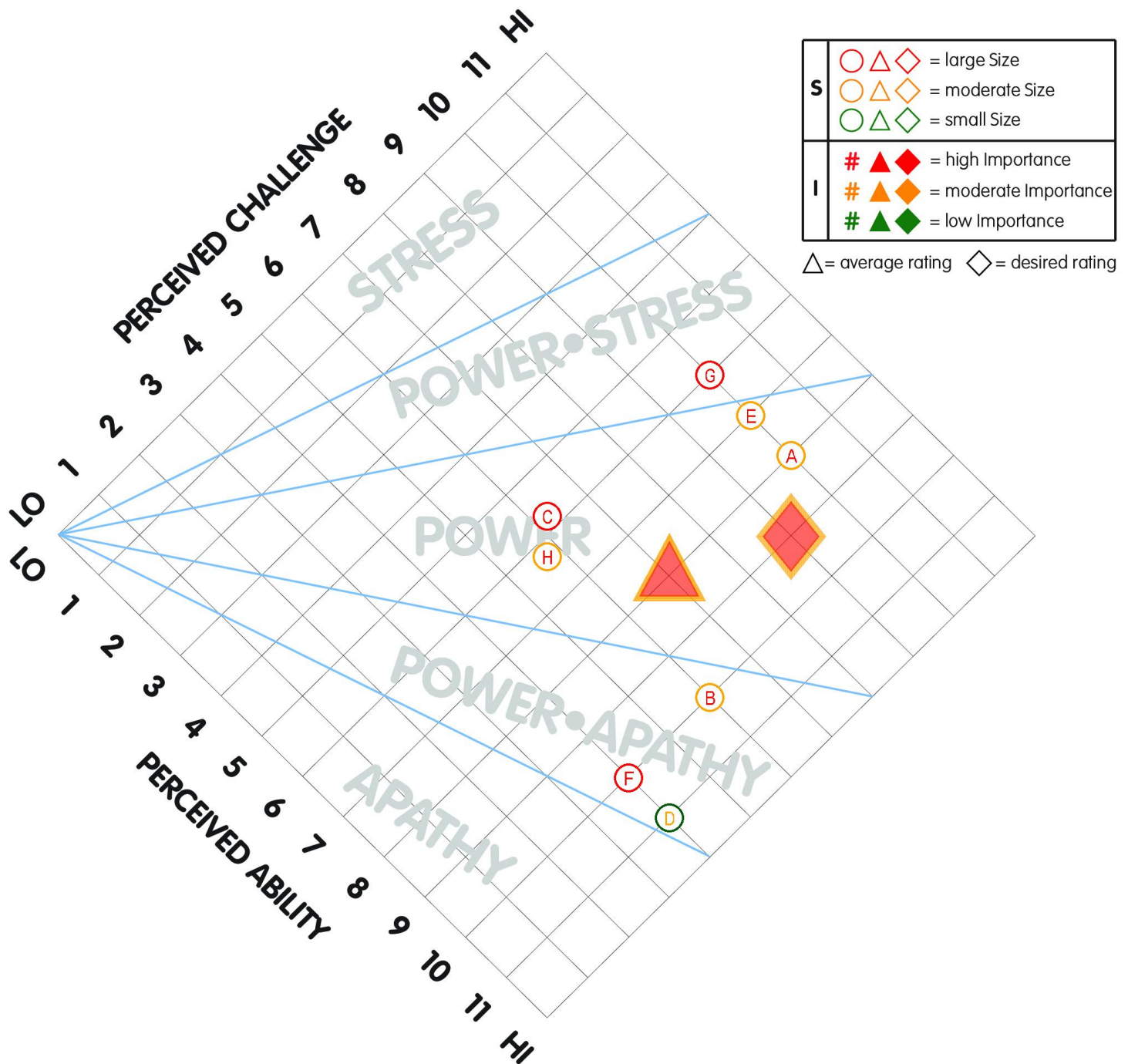
Activity #8: Offering state-of-the-industry topics, programs, products and services.



Activity #8: Offering state-of-the-industry topics, programs, products and services.

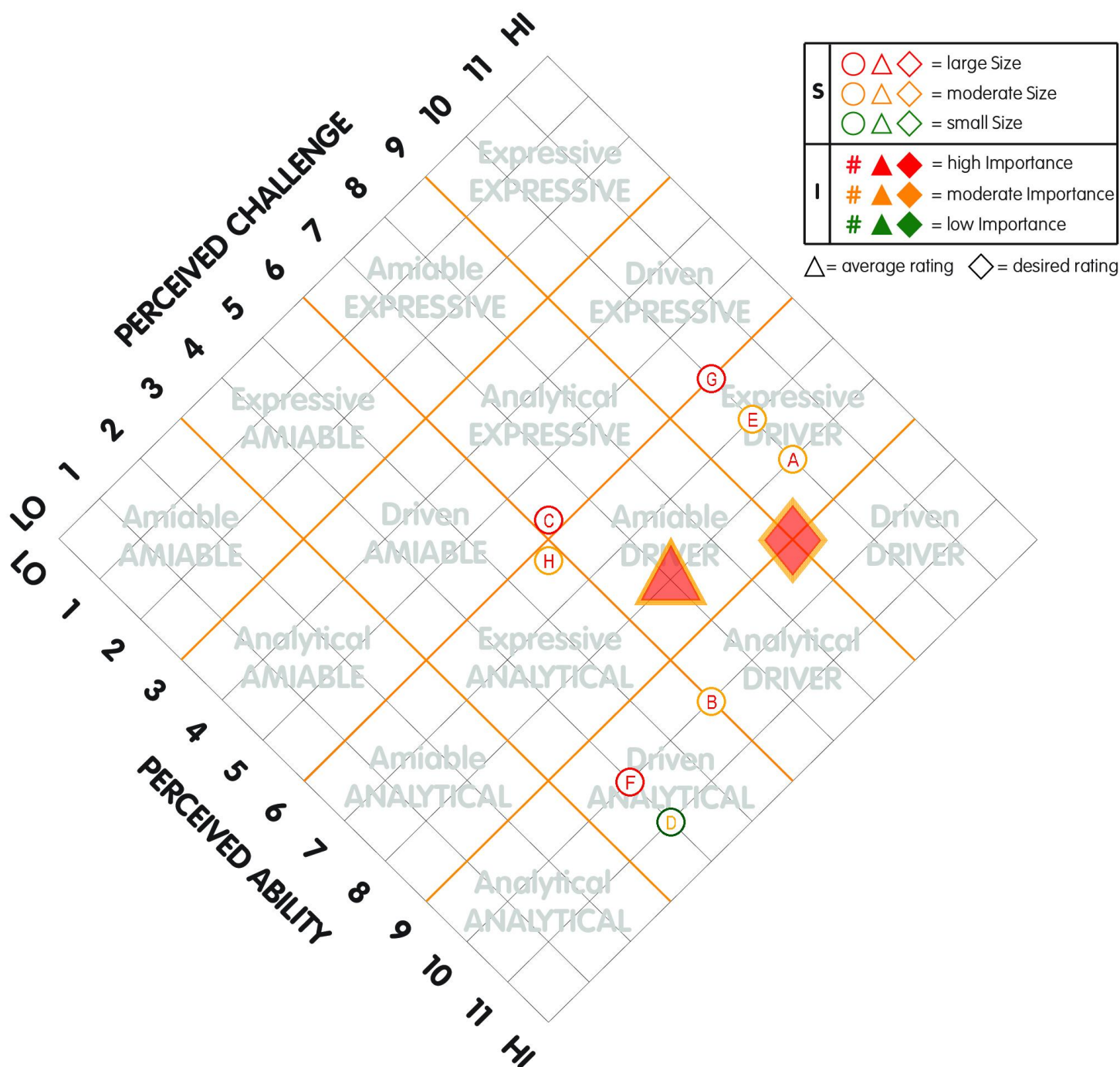


Activity #9: Differentiating myself from my competition in relevant and meaningful ways.

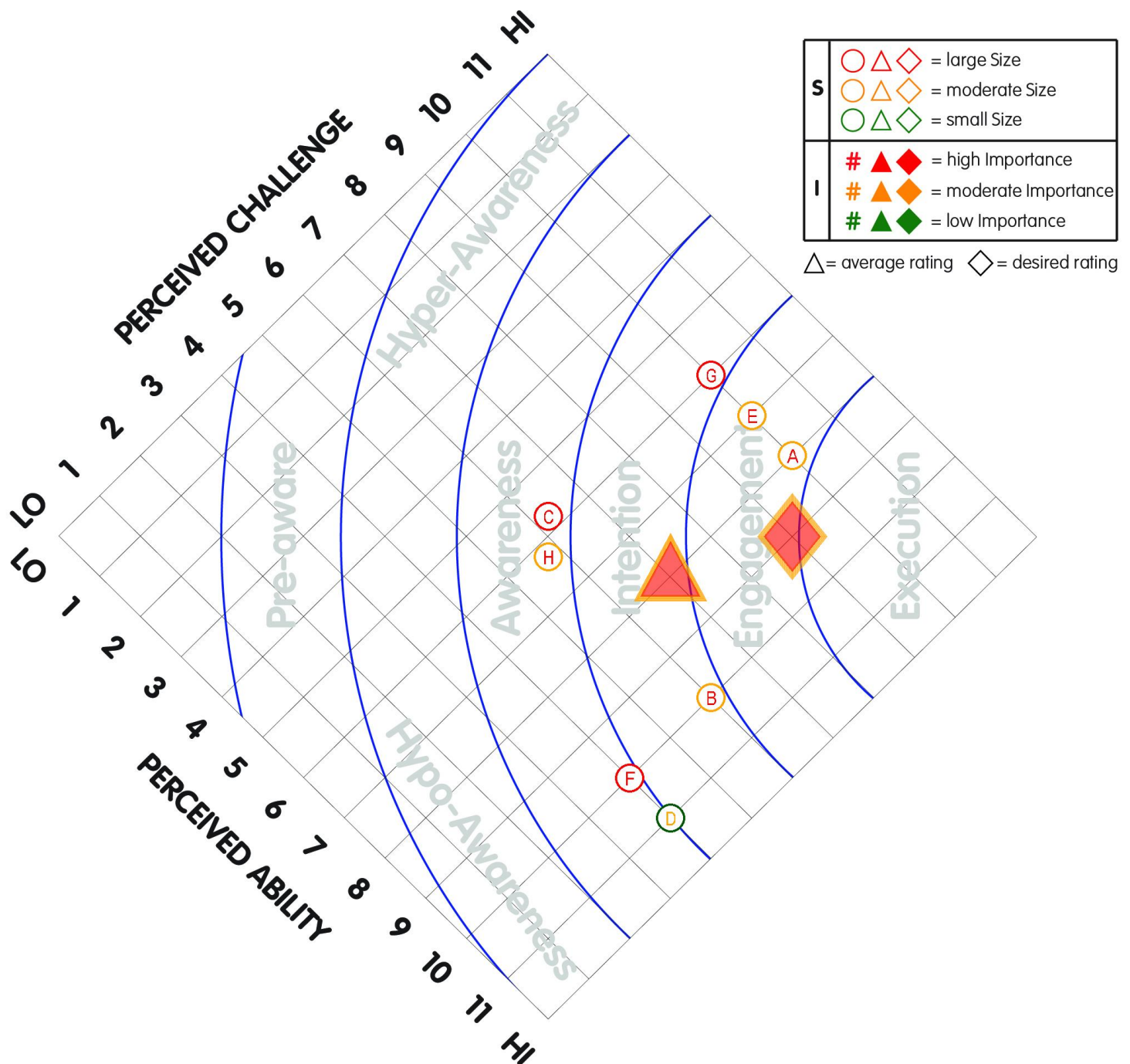




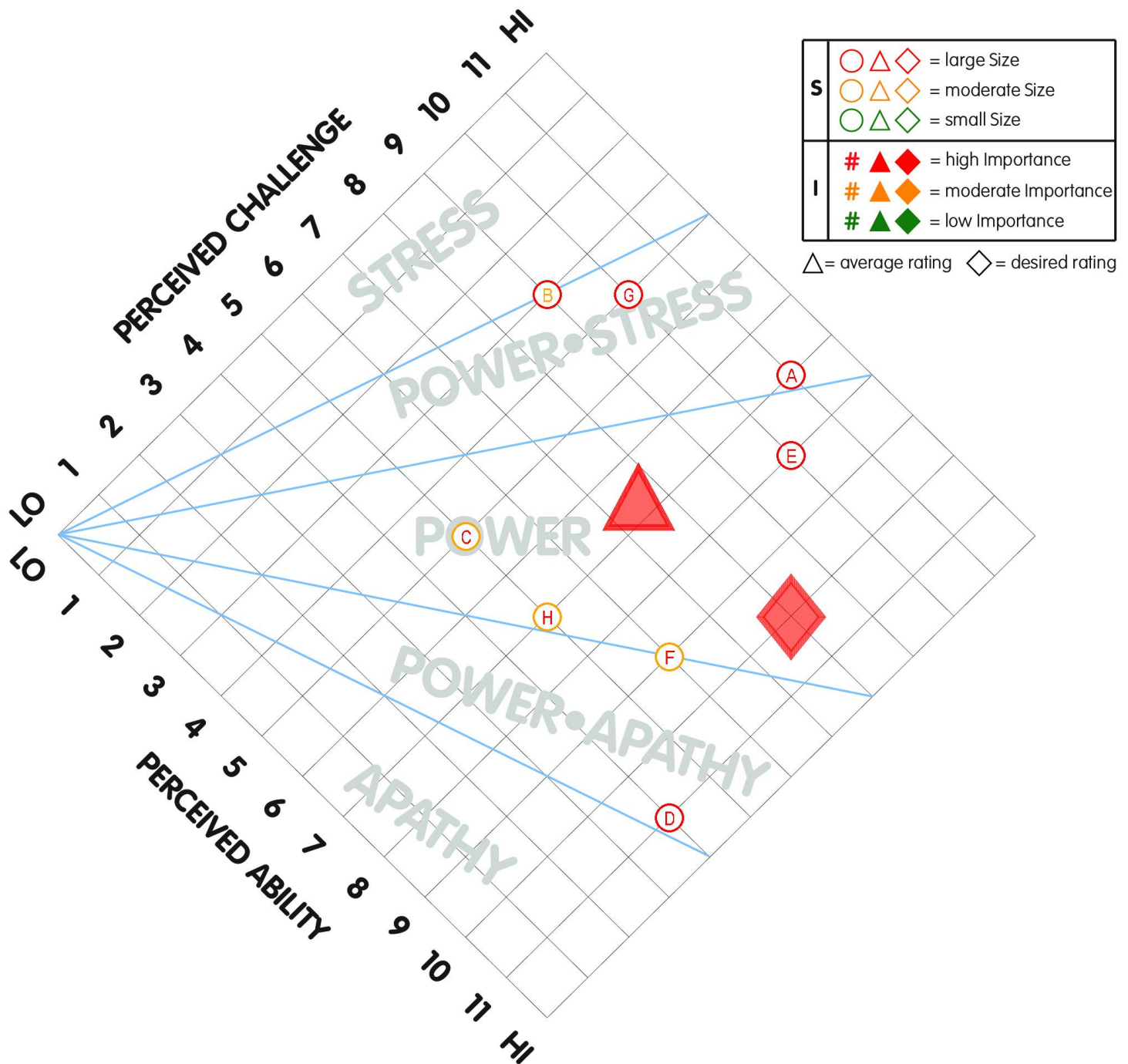
Activity #9: Differentiating myself from my competition in relevant and meaningful ways.



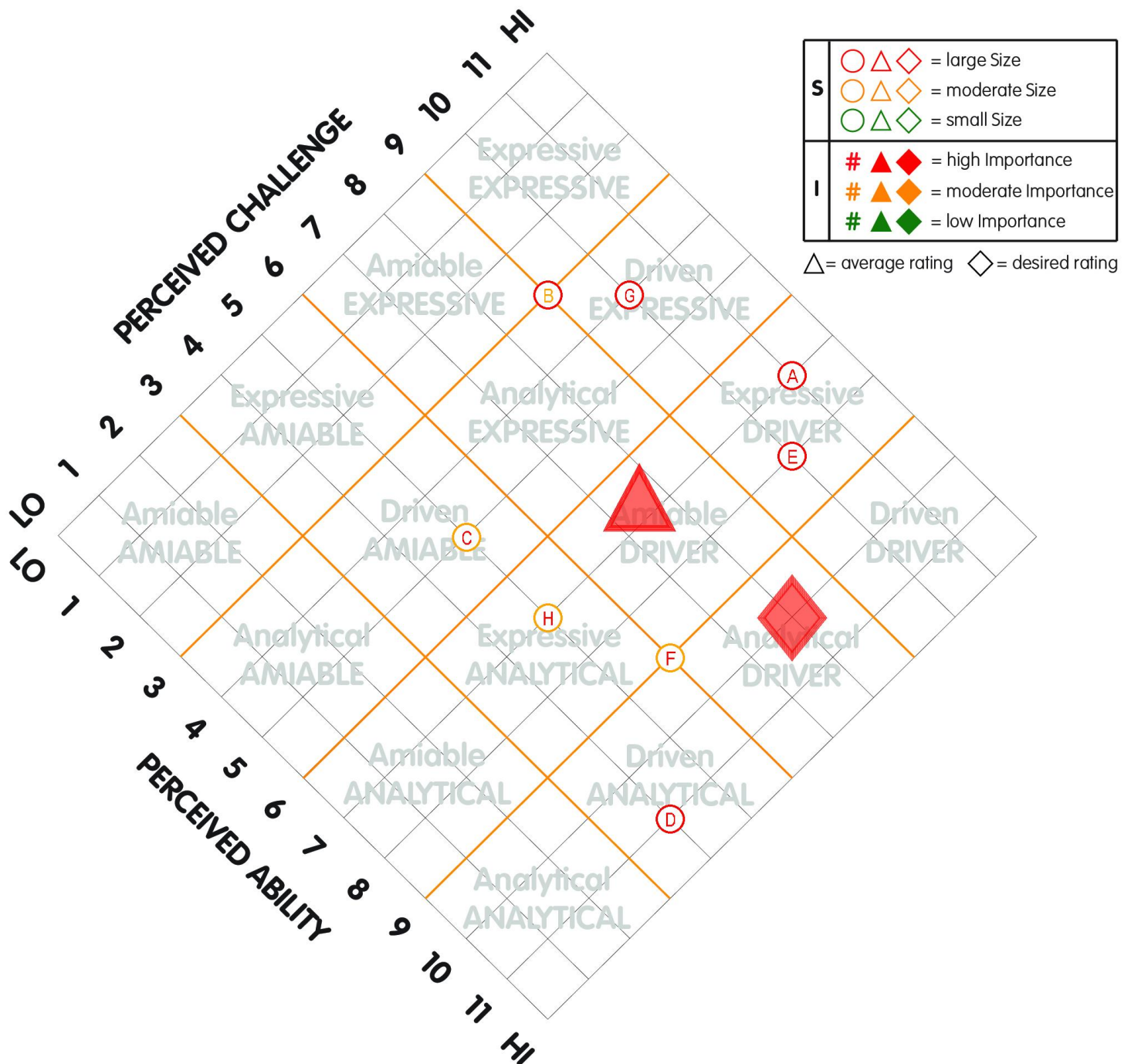
Activity #9: Differentiating myself from my competition in relevant and meaningful ways.



Activity #10: Marketing myself successfully to my ideal prospects.

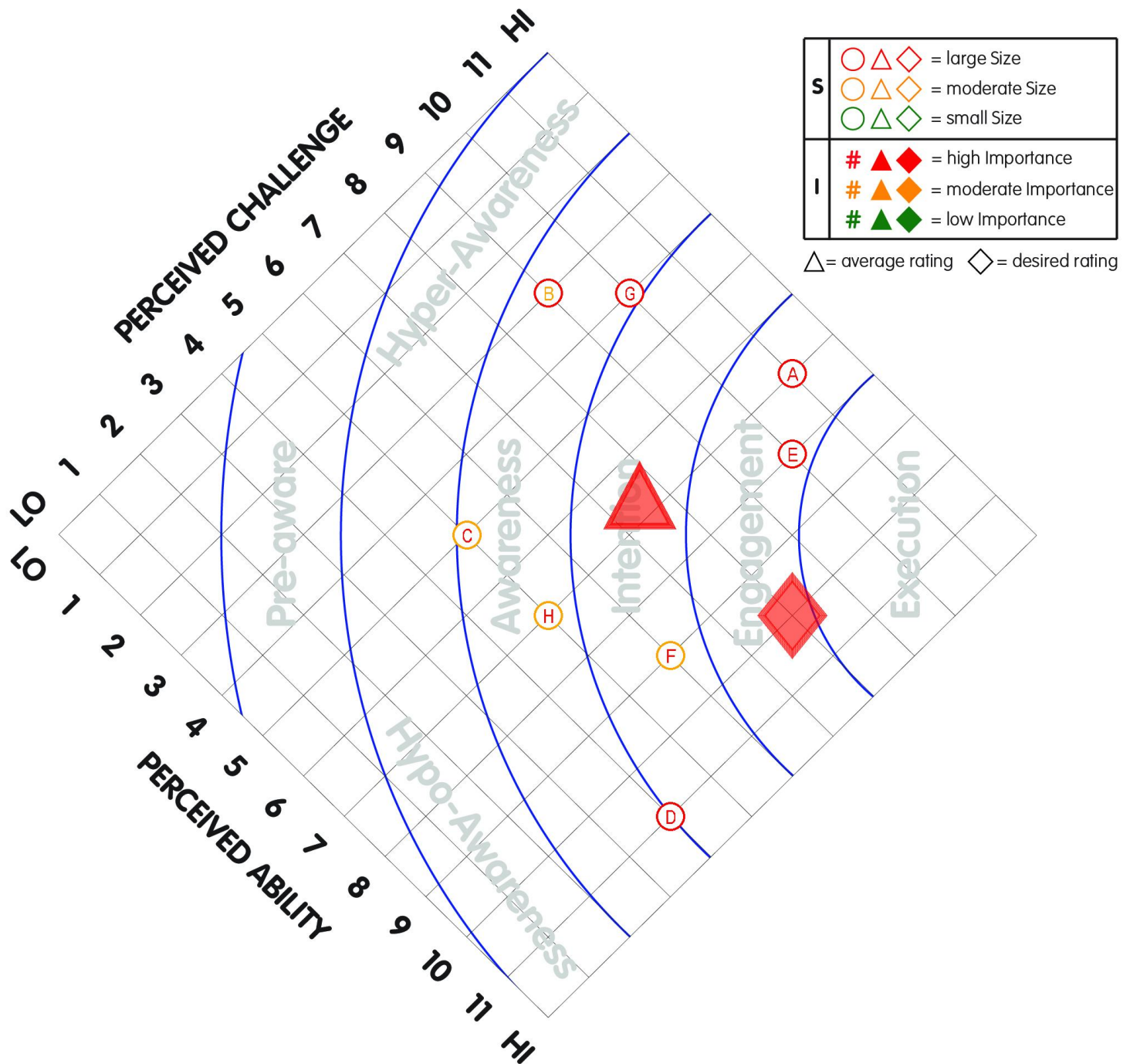


Activity #10: Marketing myself successfully to my ideal prospects.

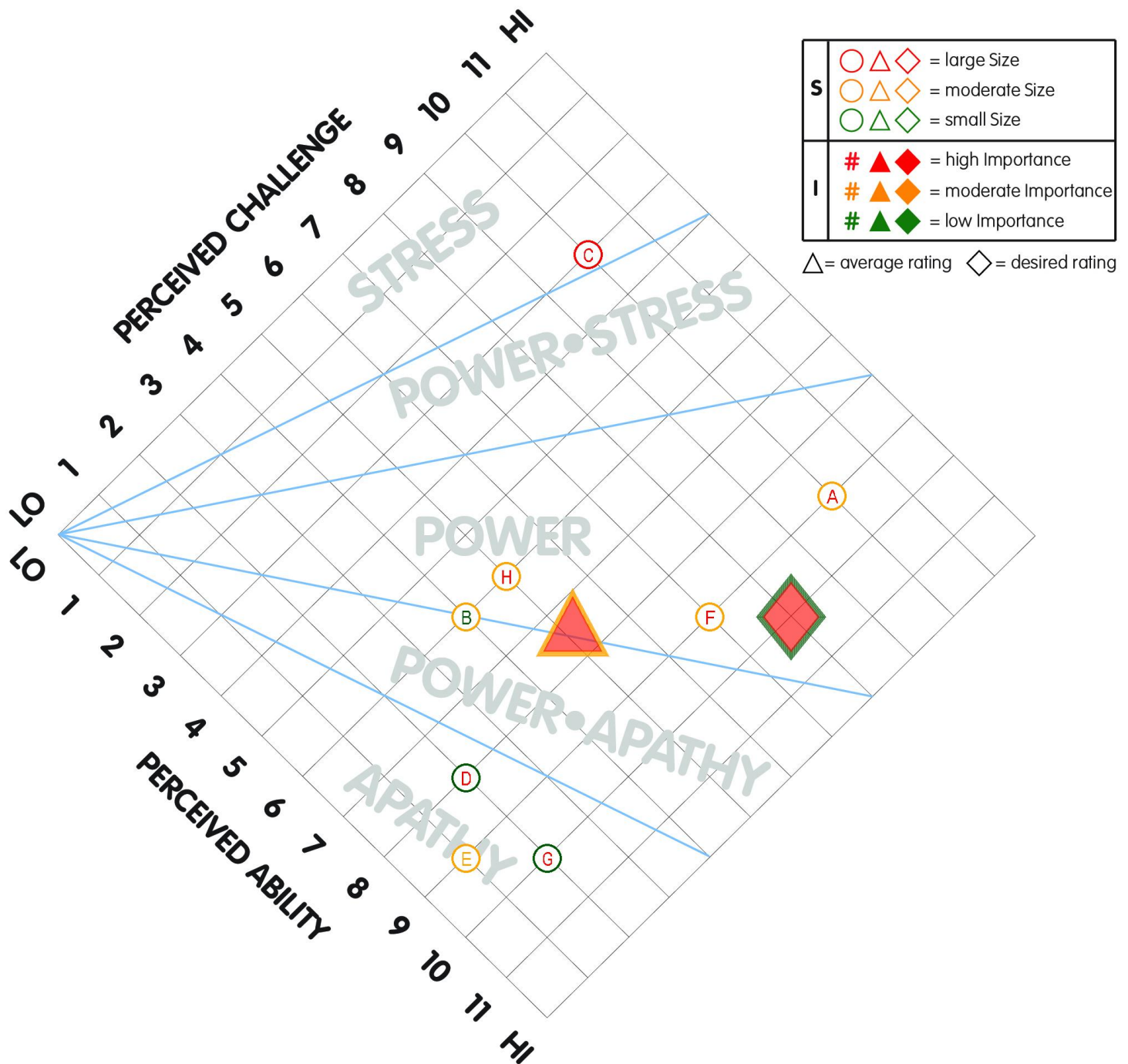




Activity #10: Marketing myself successfully to my ideal prospects.

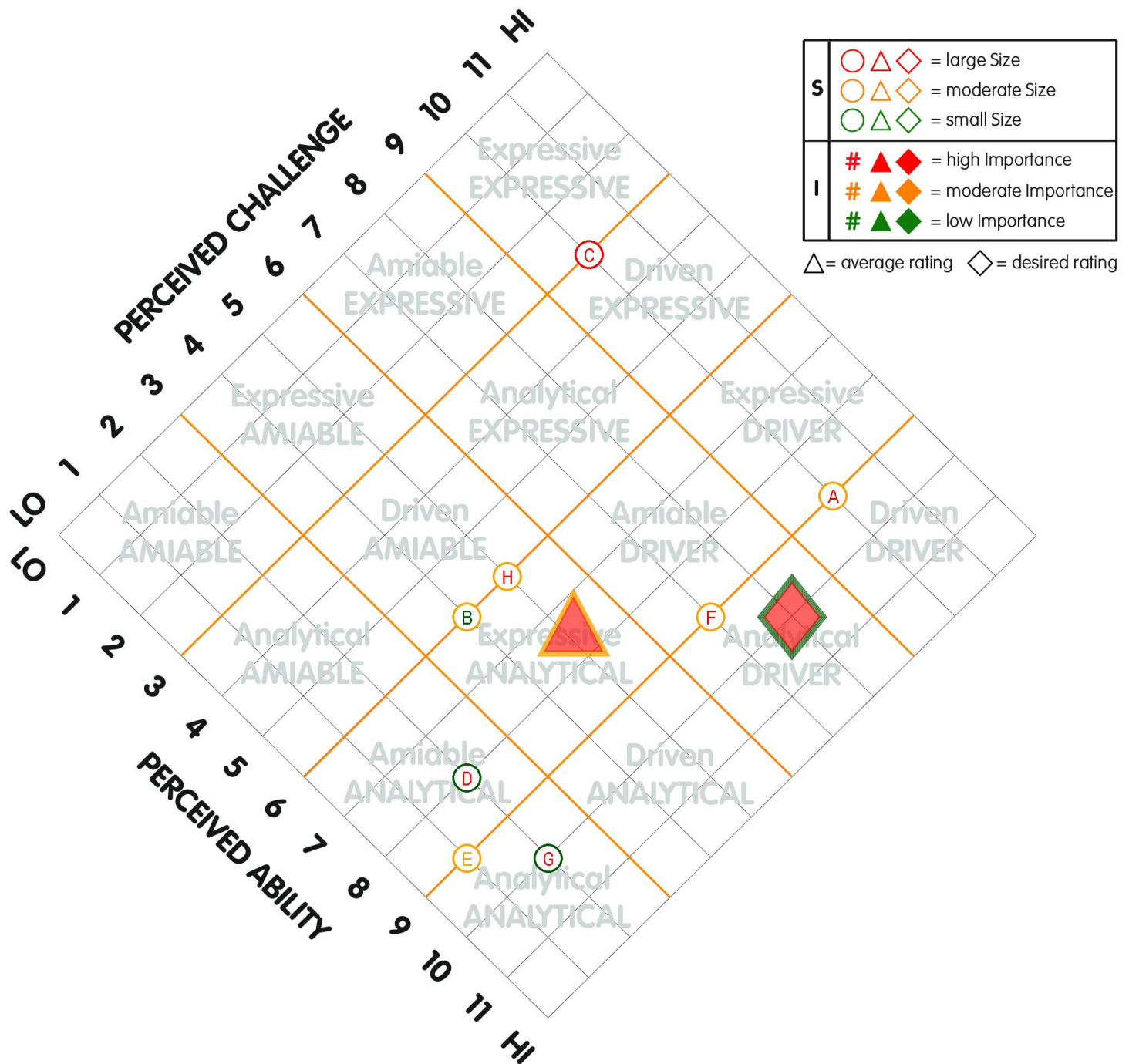


Activity #11: Pre-qualifying the value of pursuing a prospect.

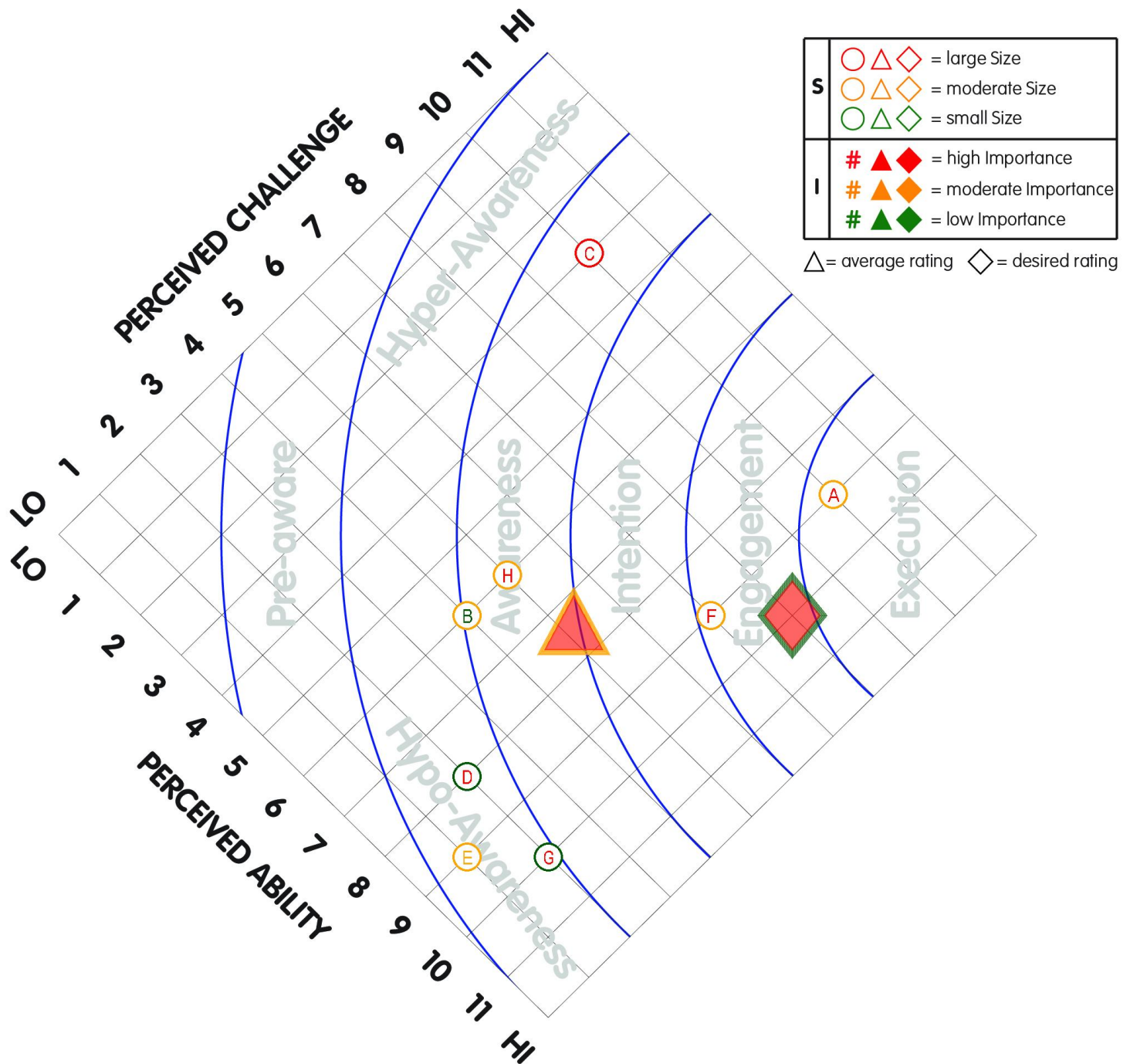




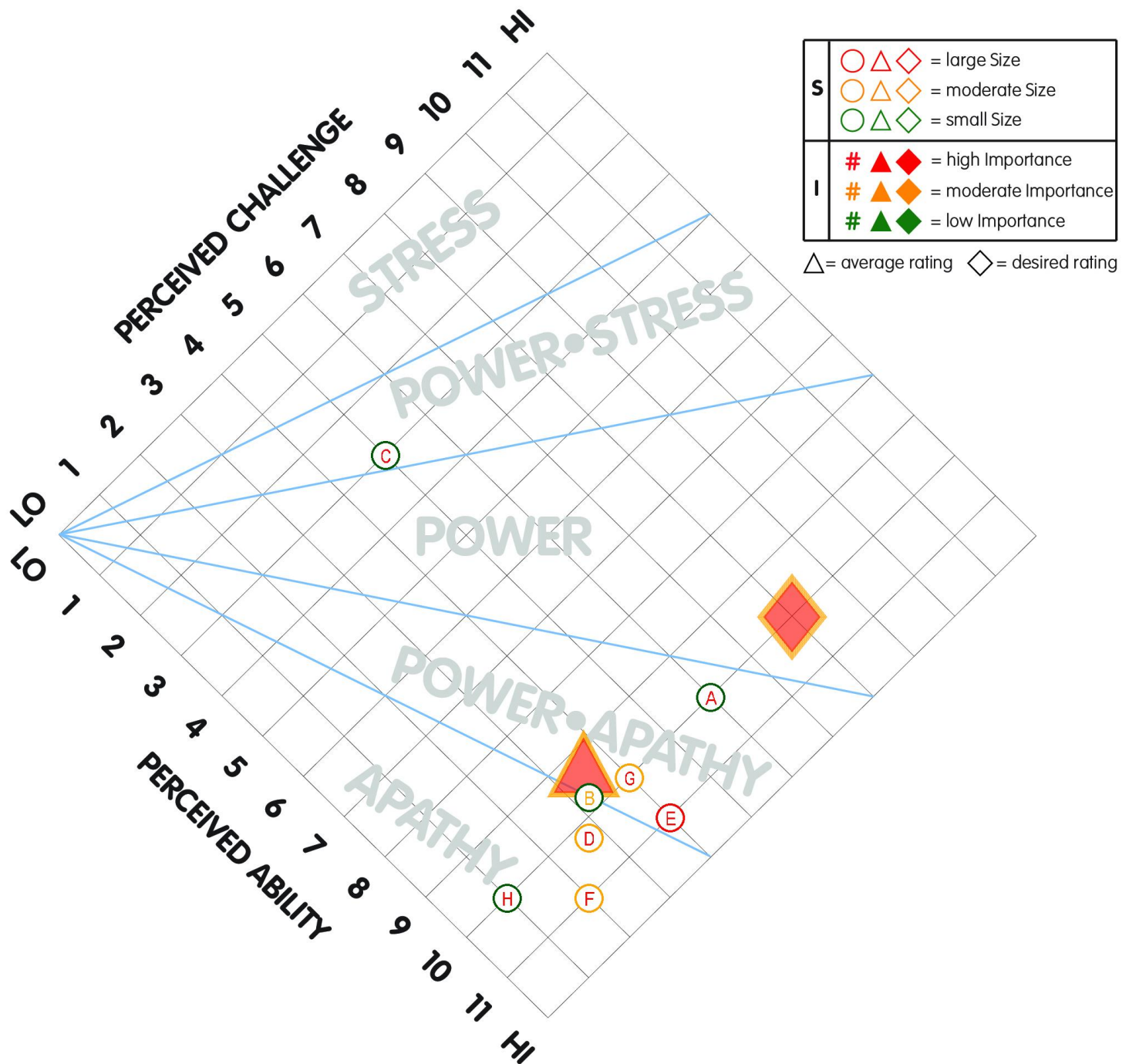
Activity #11: Pre-qualifying the value of pursuing a prospect.



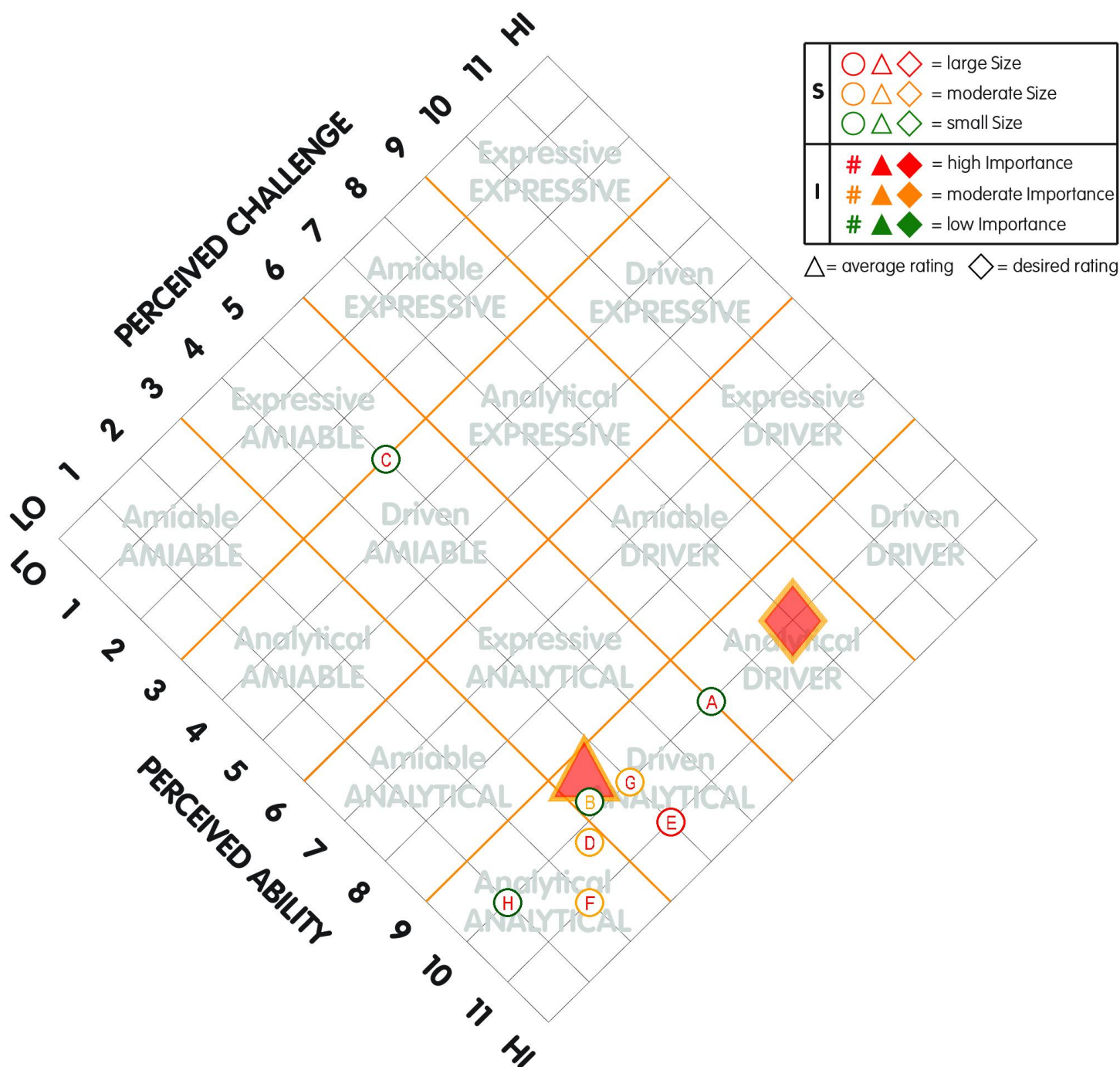
Activity #11: Pre-qualifying the value of pursuing a prospect.



Activity #12: Offering an engaging casual intake system.

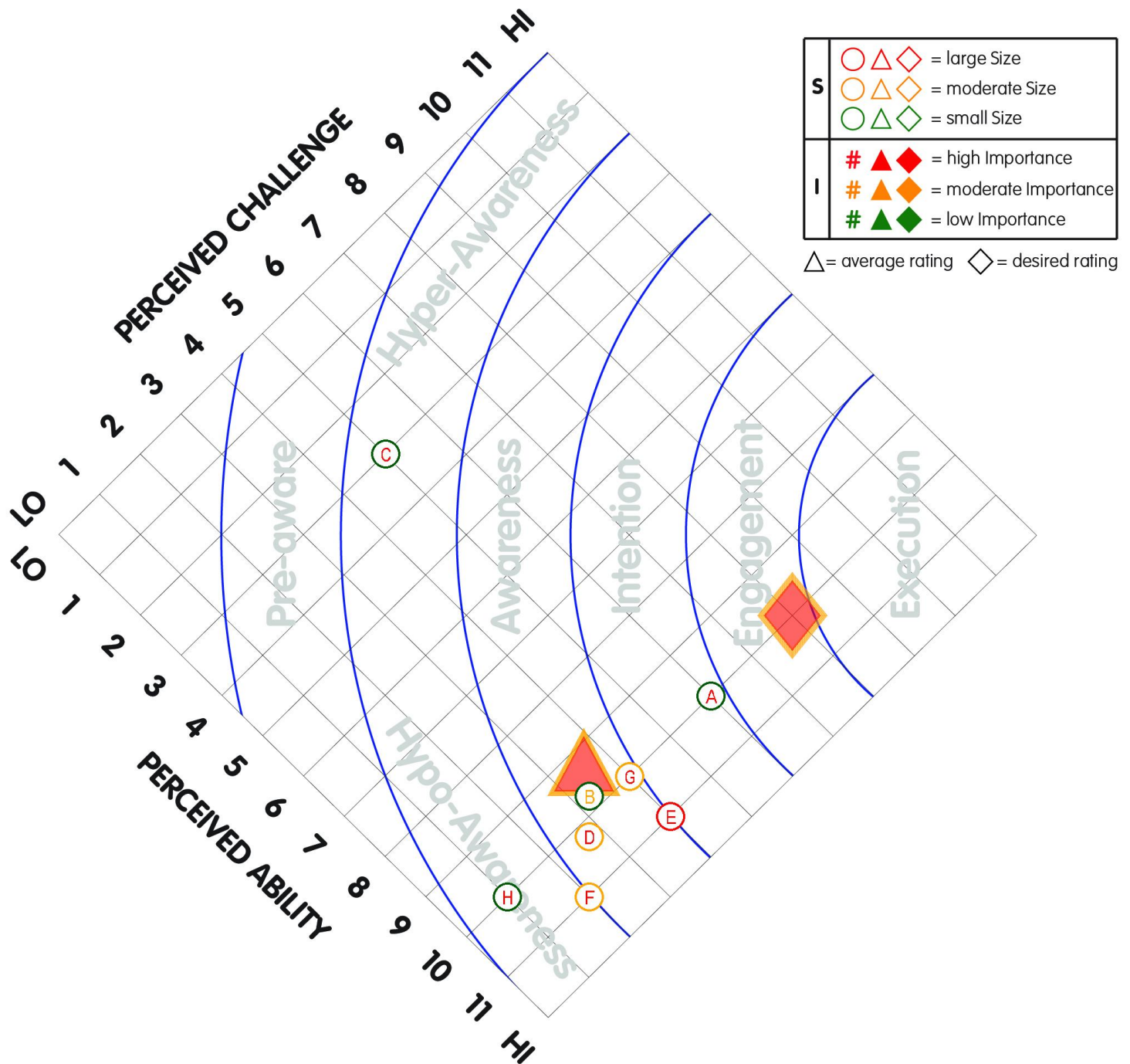


Activity #12: Offering an engaging casual intake system.

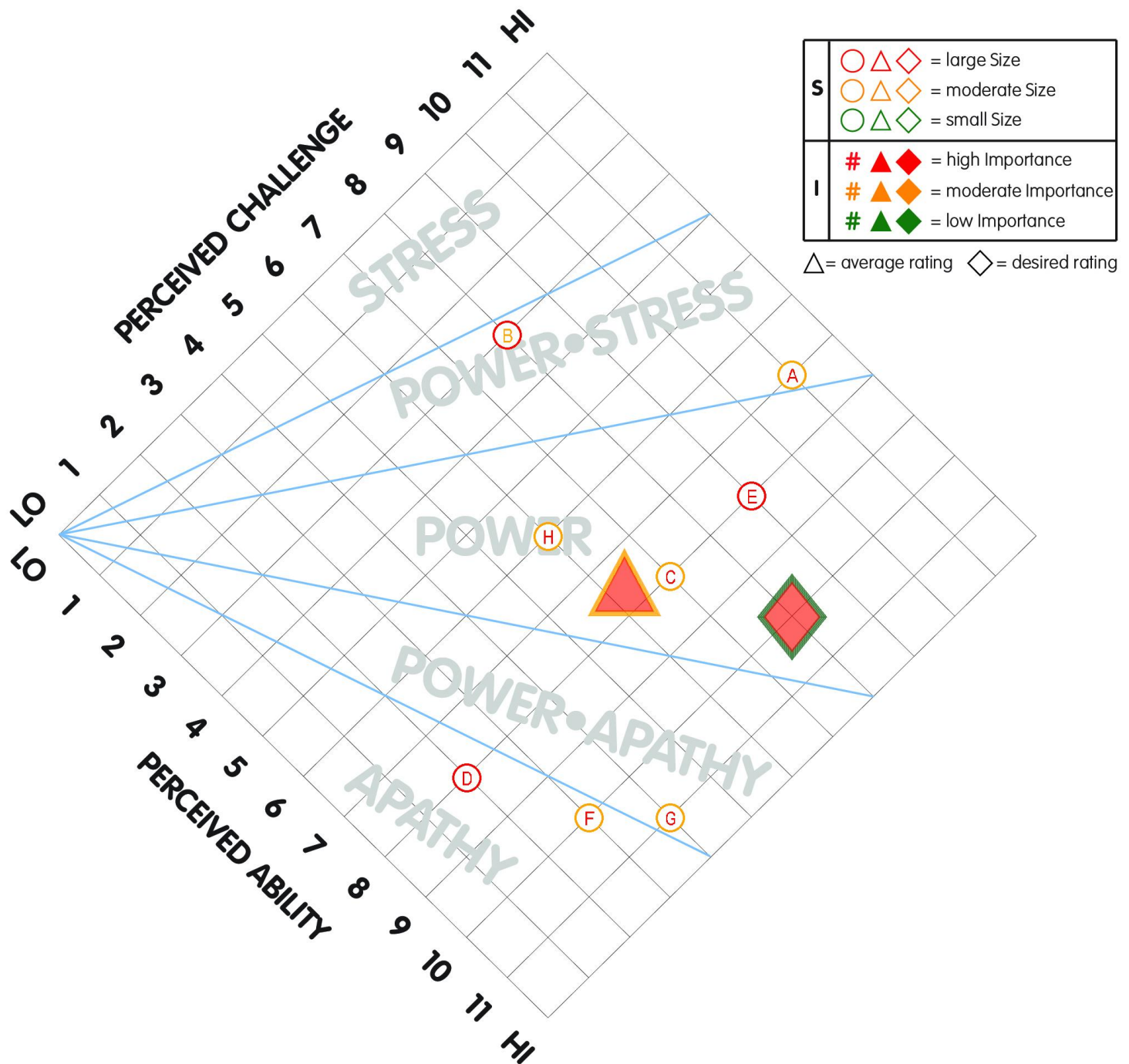




Activity #12: Offering an engaging casual intake system.

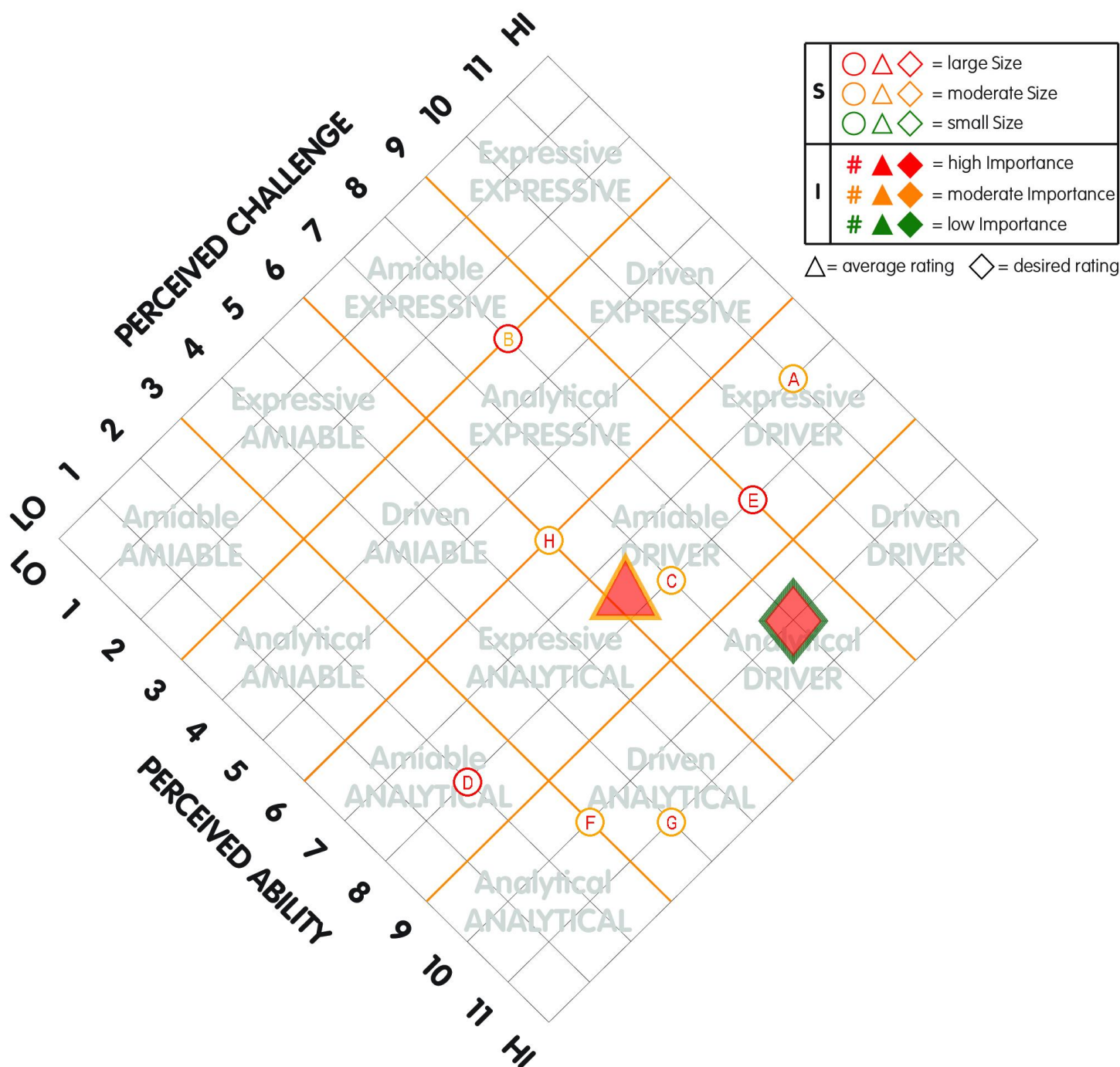


Activity #13: Keeping my calendar filled with billable services.

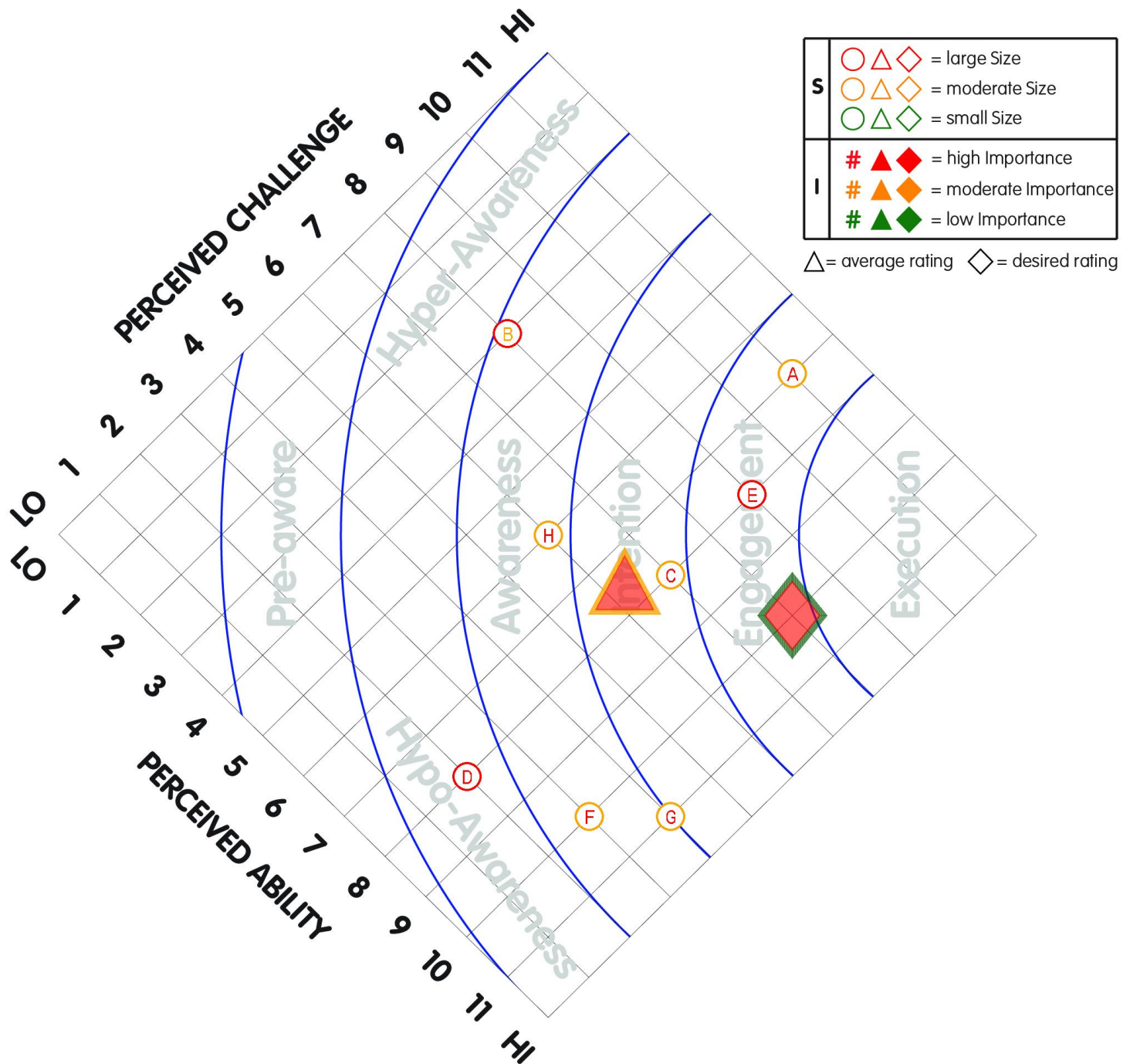




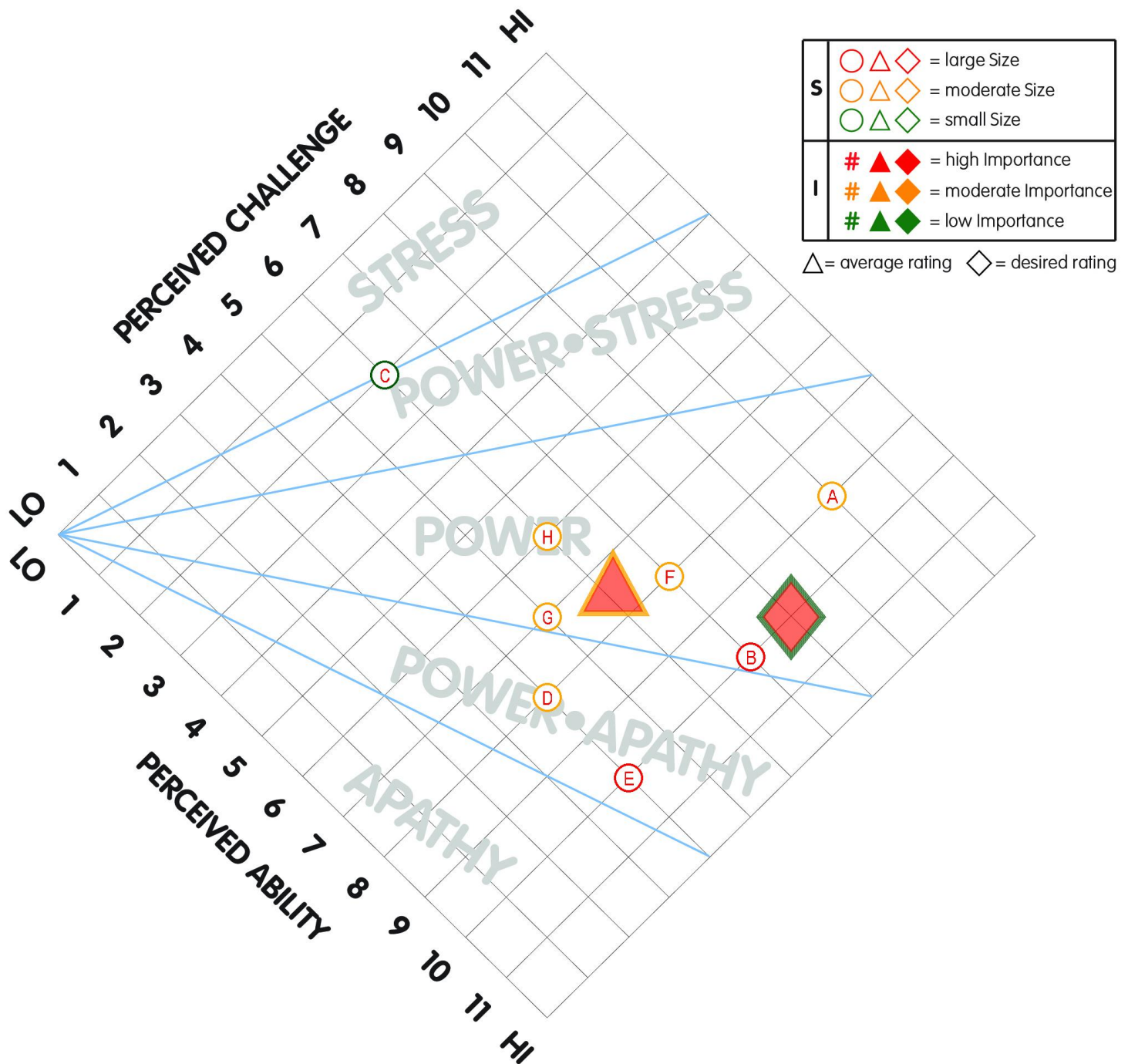
Activity #13: Keeping my calendar filled with billable services.



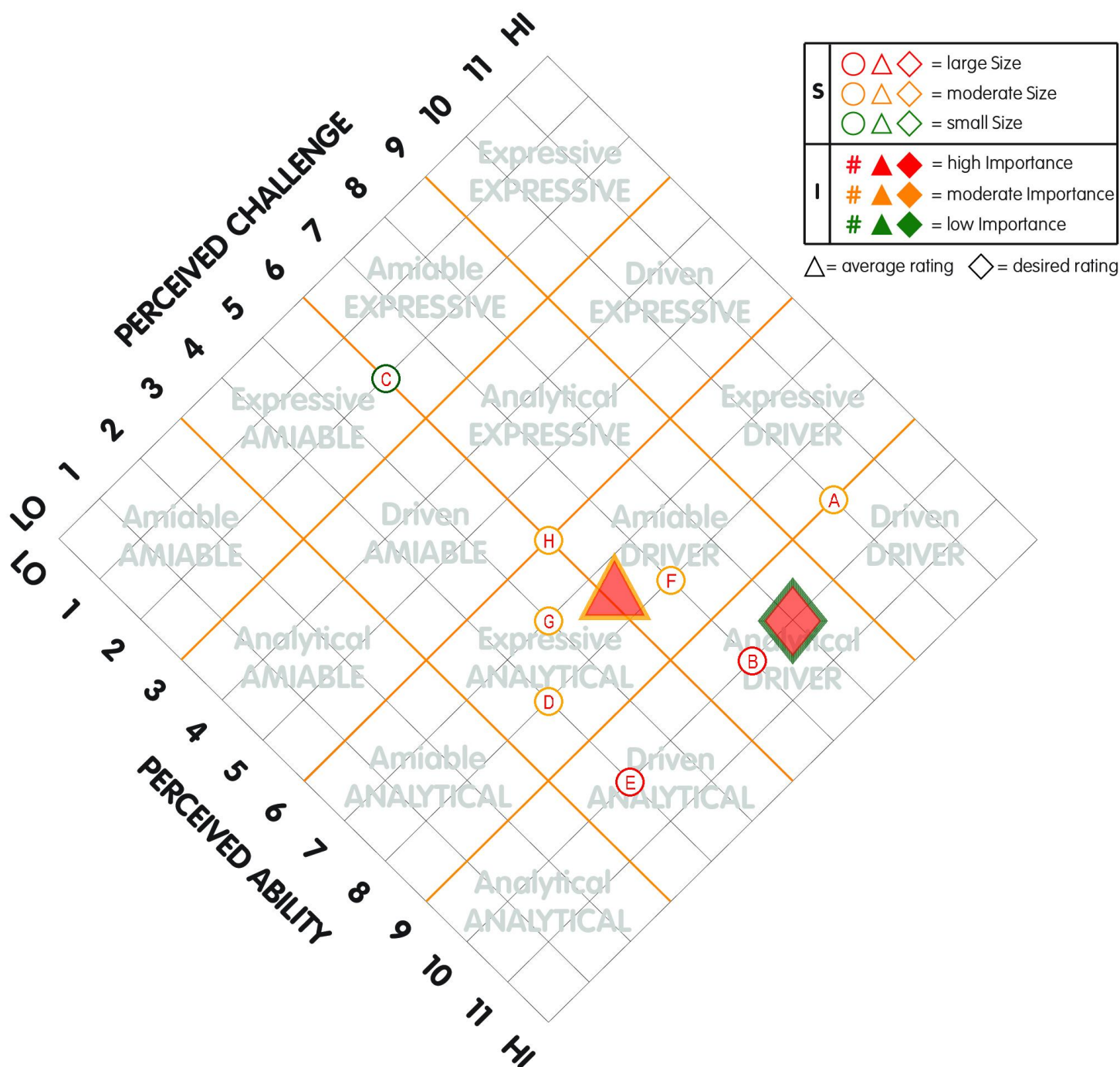
Activity #13: Keeping my calendar filled with billable services.



Activity #14: Defining a comprehensive scope of work with a given client.

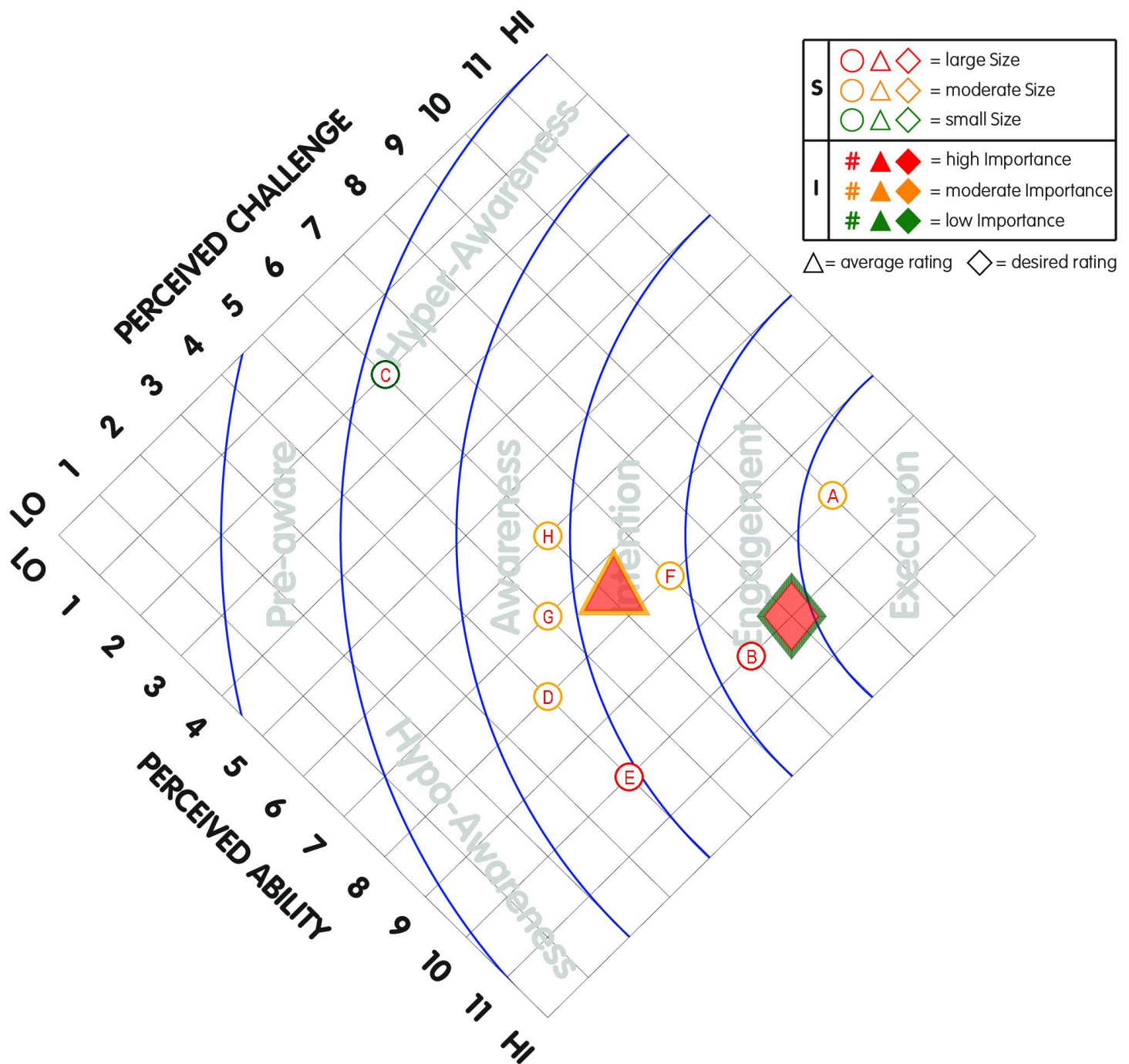


Activity #14: Defining a comprehensive scope of work with a given client.



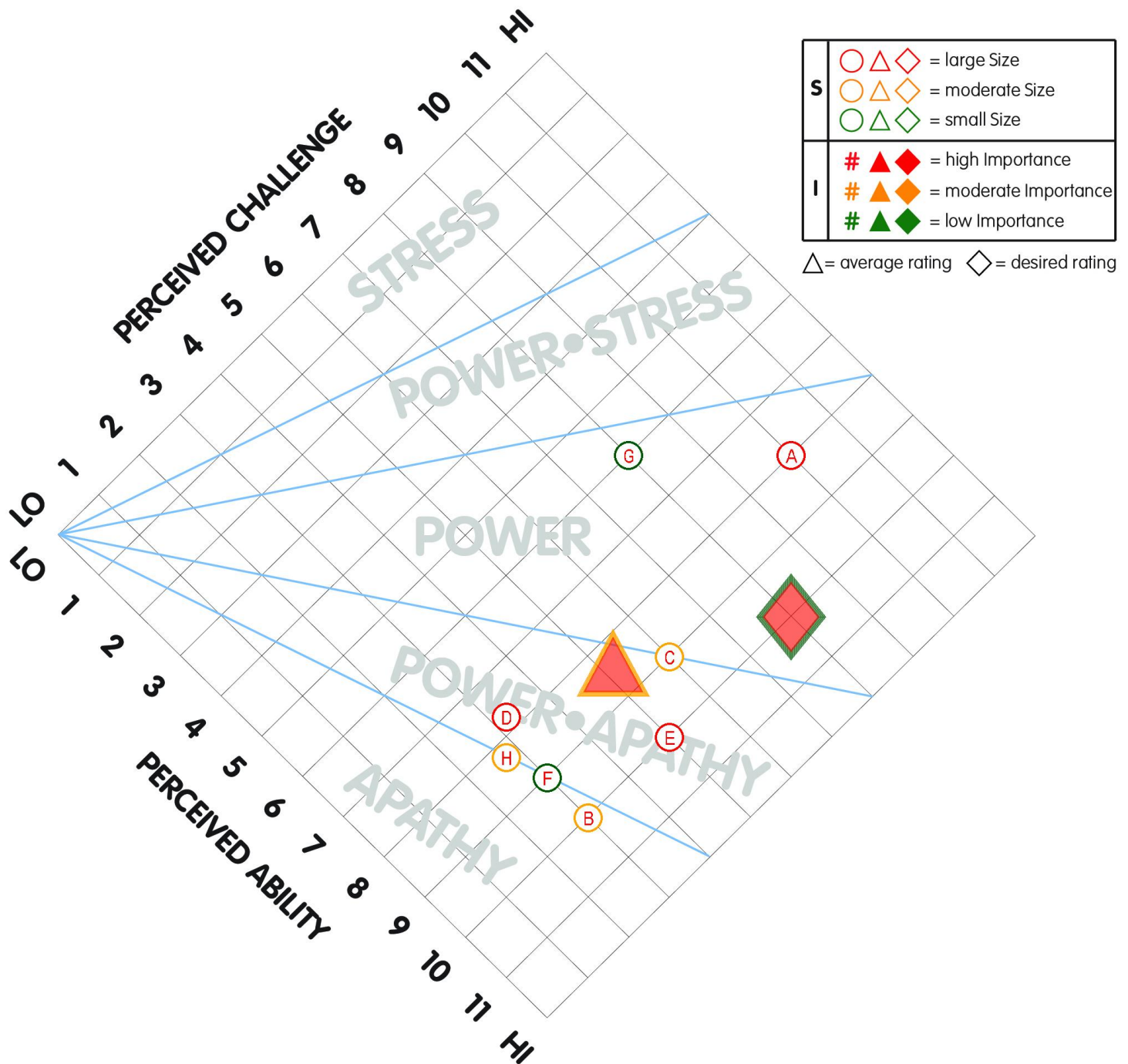


Activity #14: Defining a comprehensive scope of work with a given client.

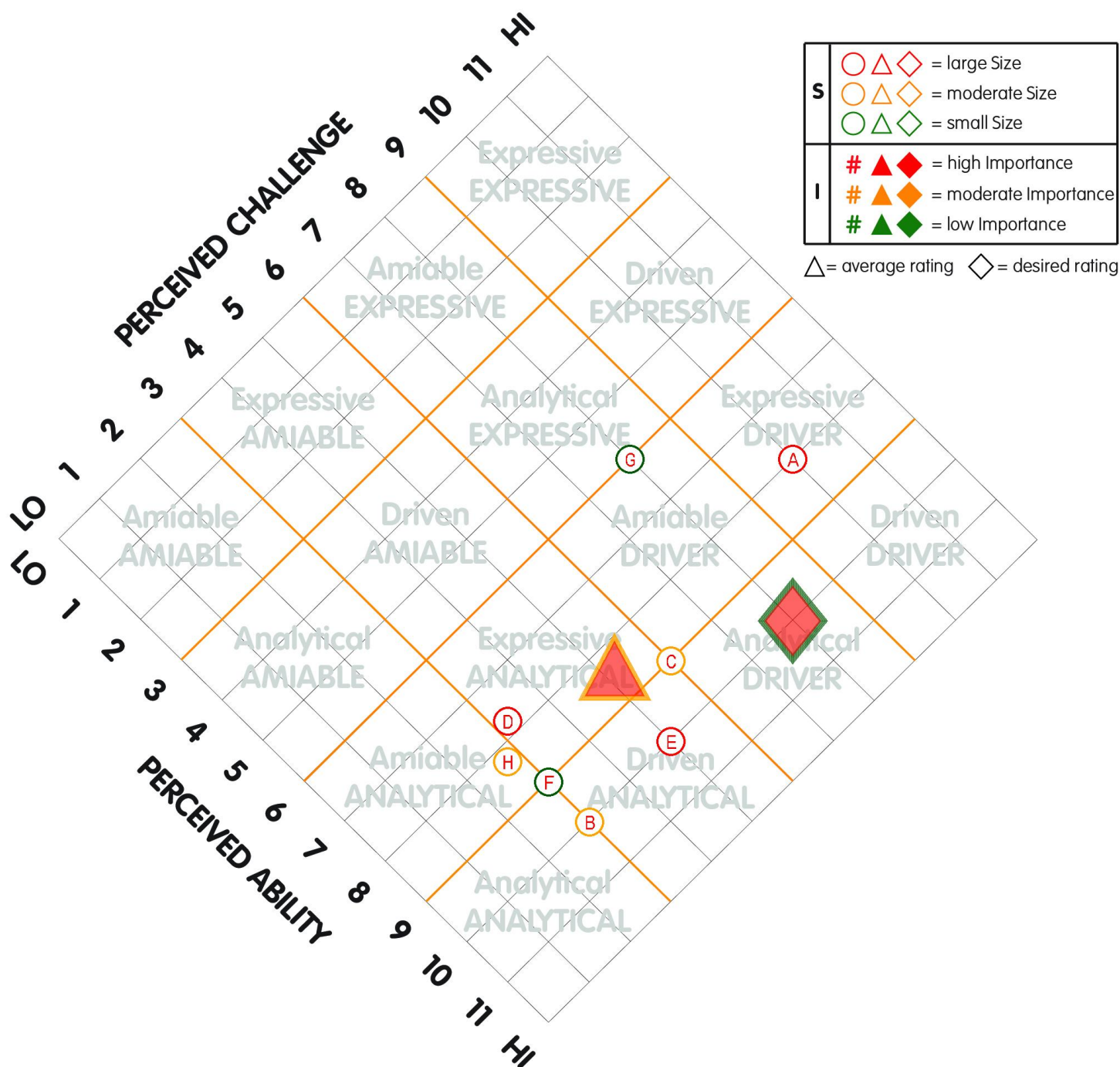




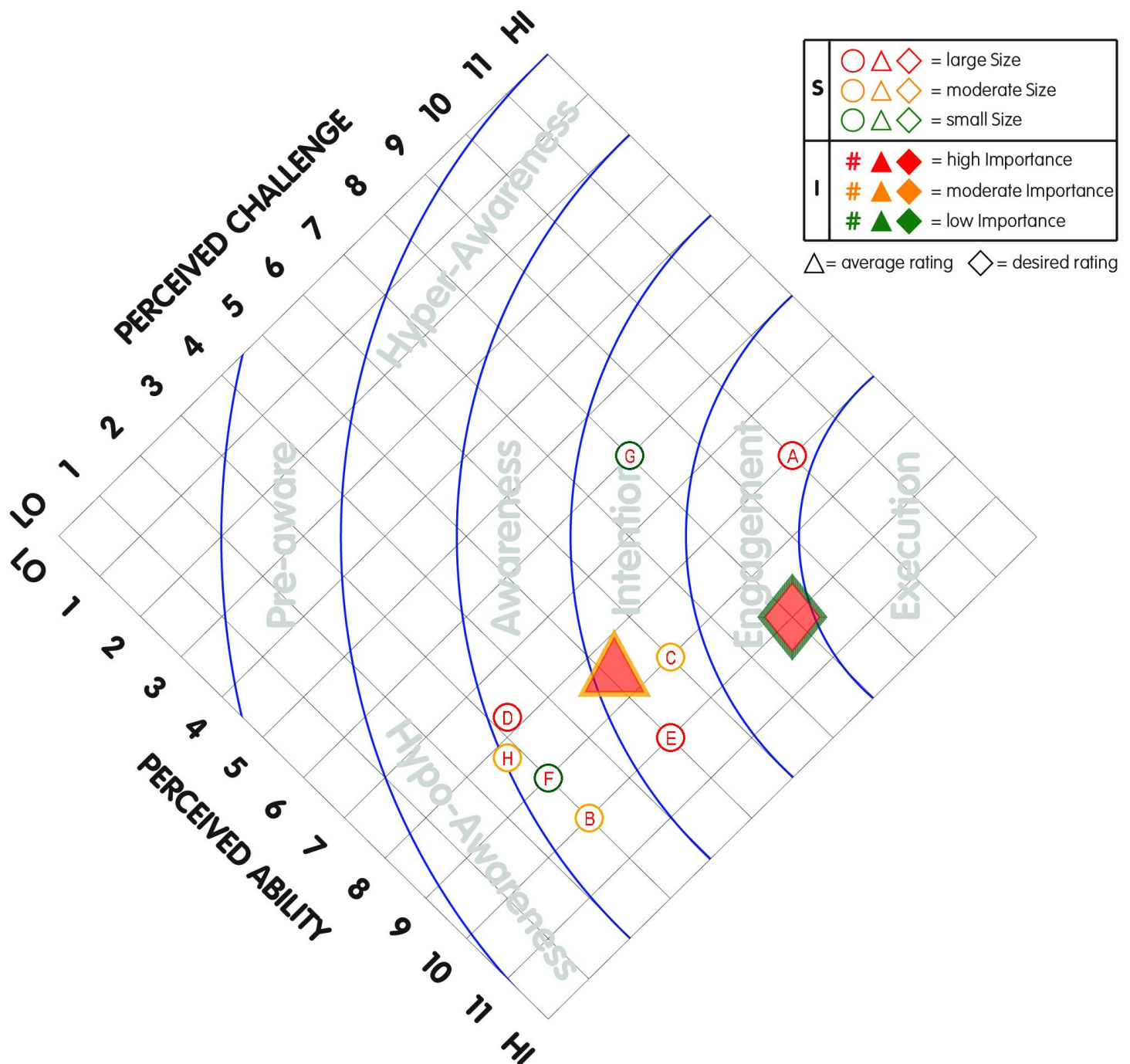
Activity #15: Presenting my services in a way that powerfully engages my prospect.



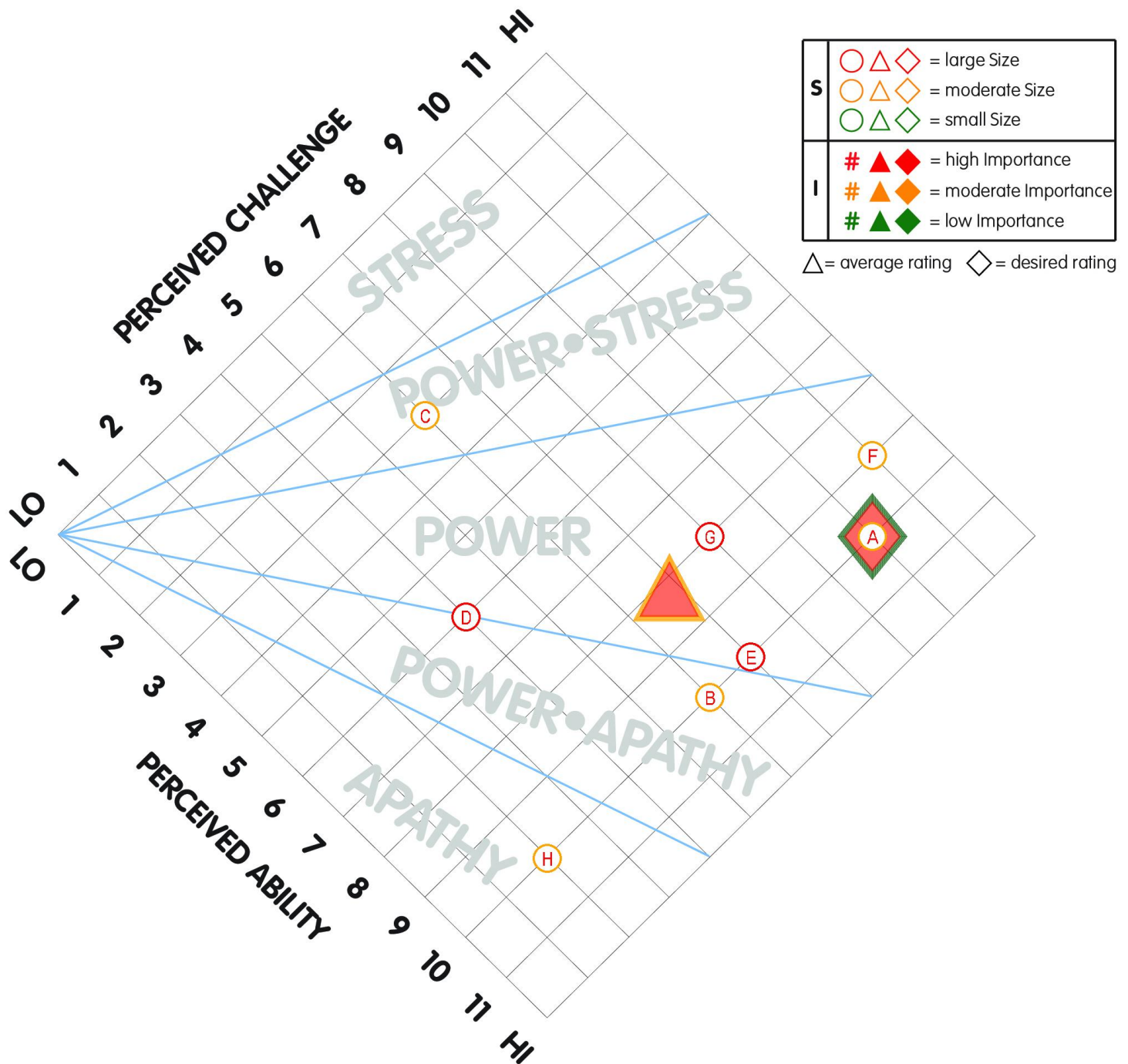
Activity #15: Presenting my services in a way that powerfully engages my prospect.



Activity #15: Presenting my services in a way that powerfully engages my prospect.

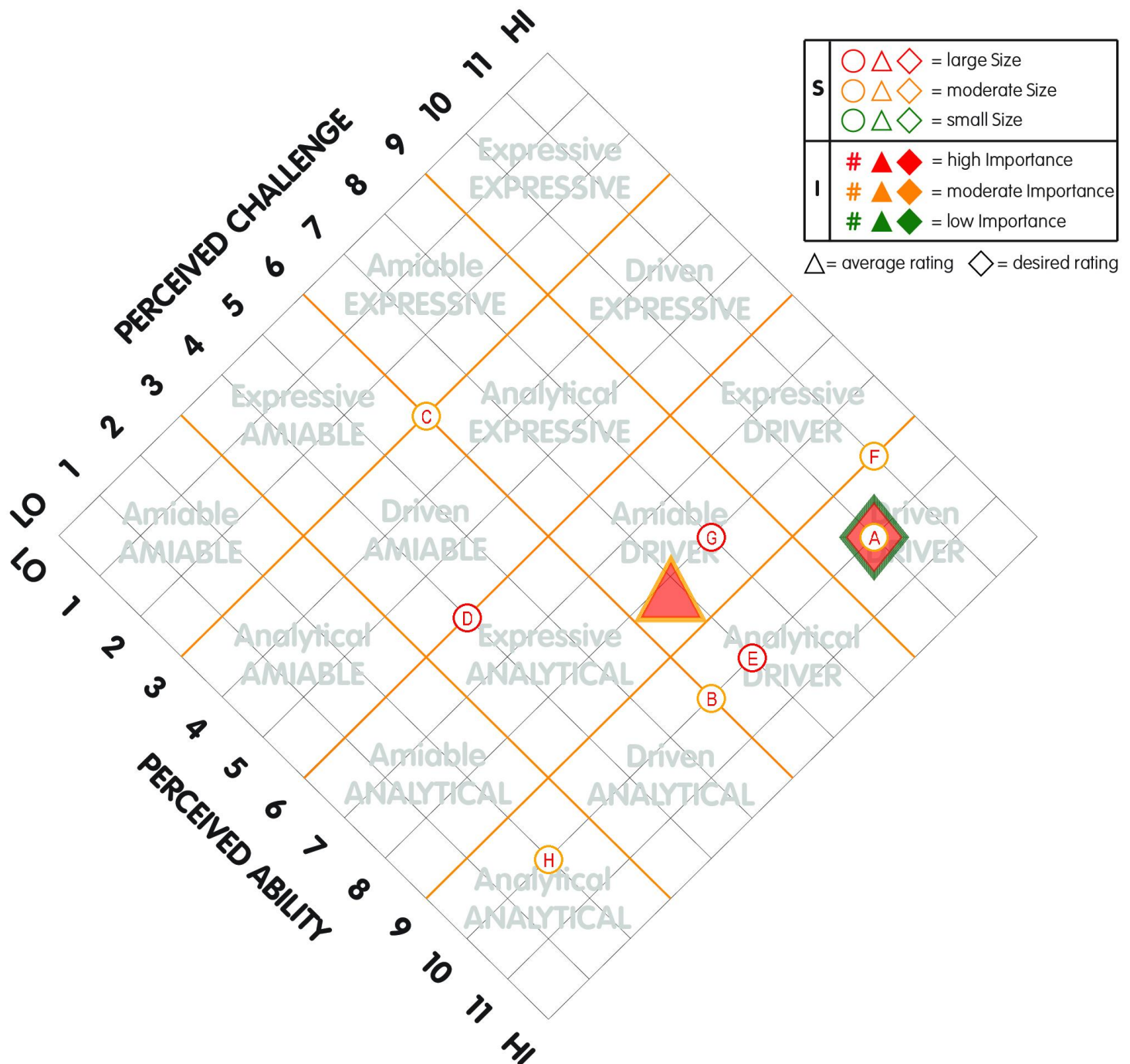


Activity #16: Converting most qualified prospects into clients.

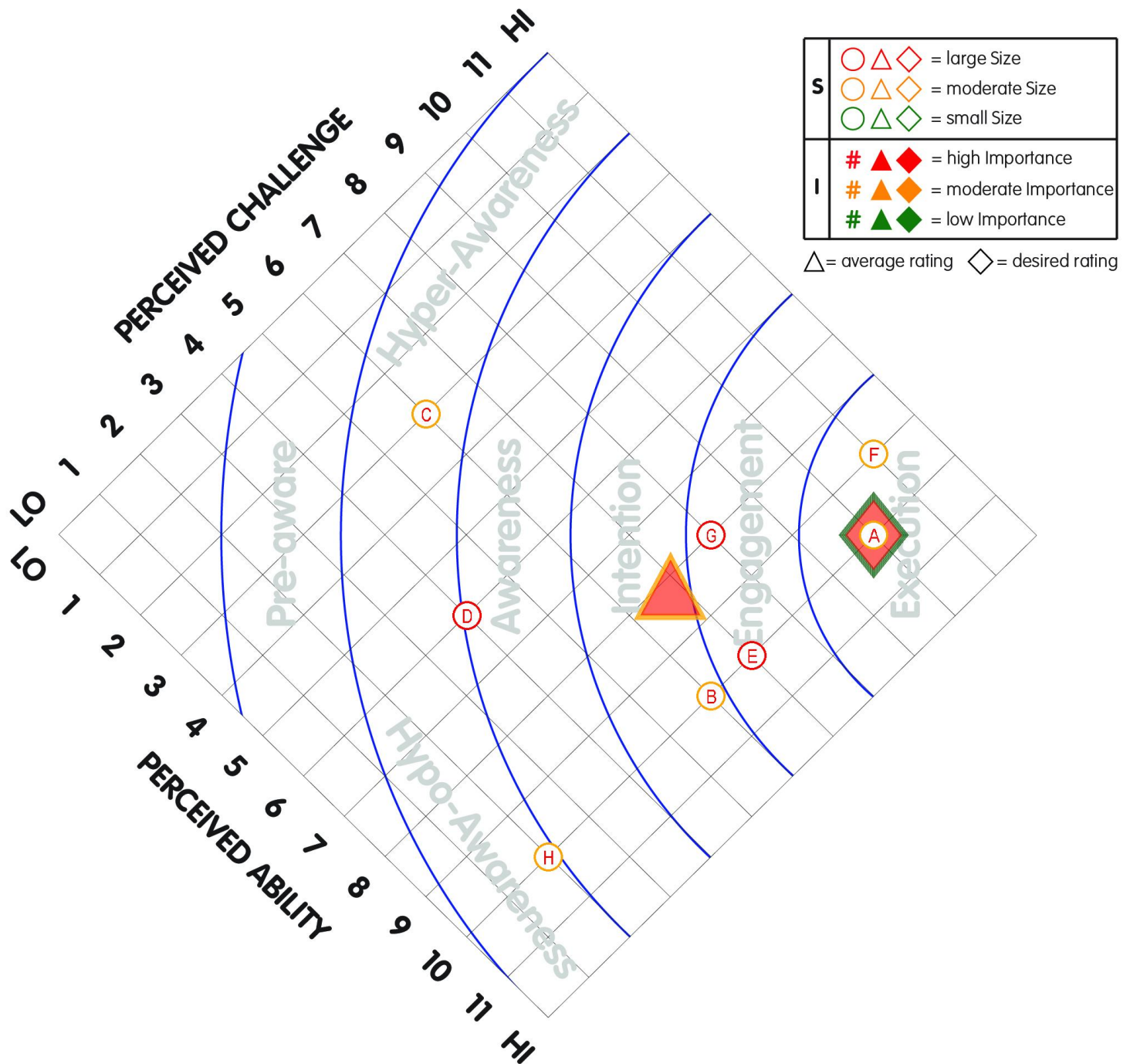




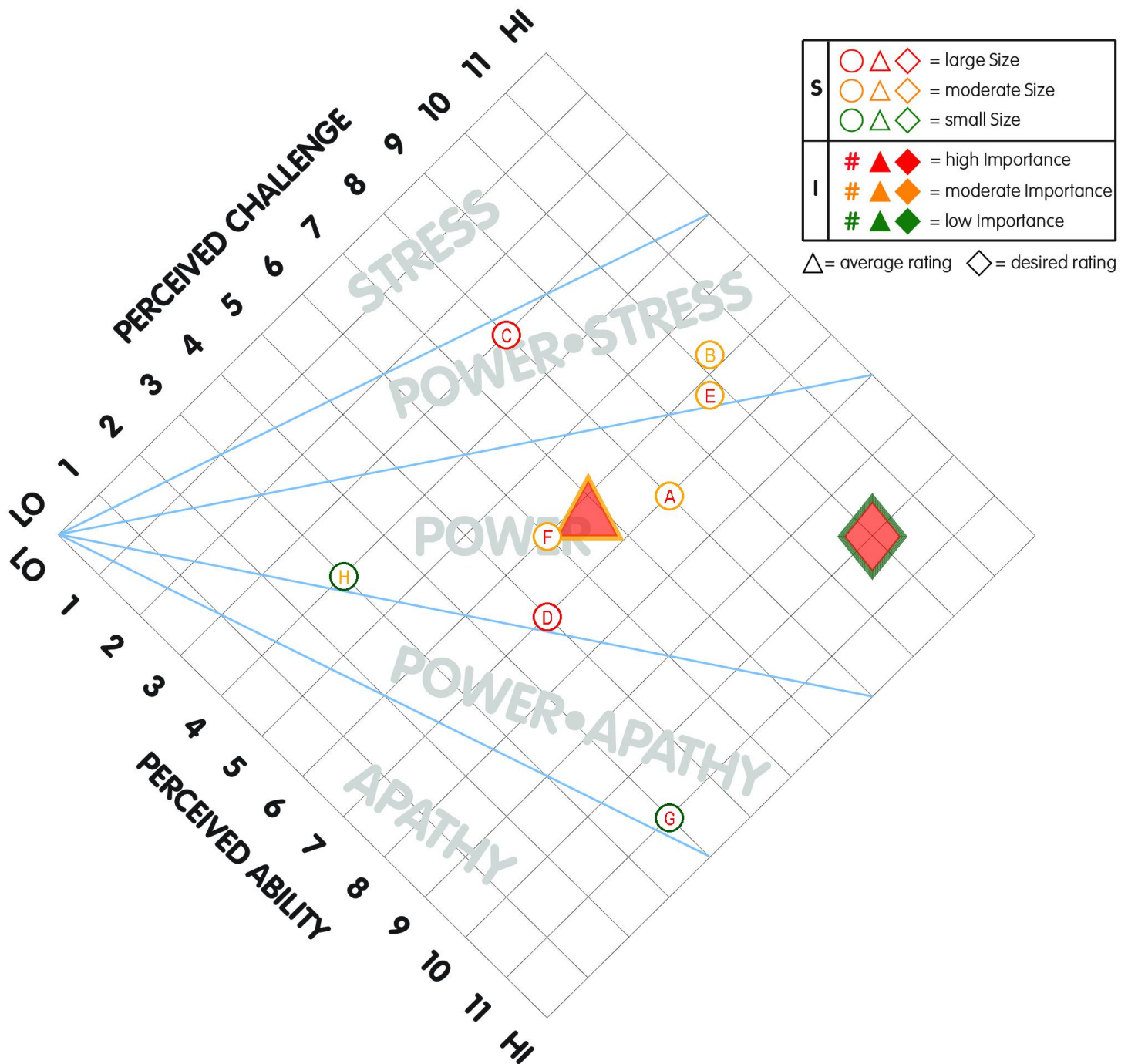
Activity #16: Converting most qualified prospects into clients.



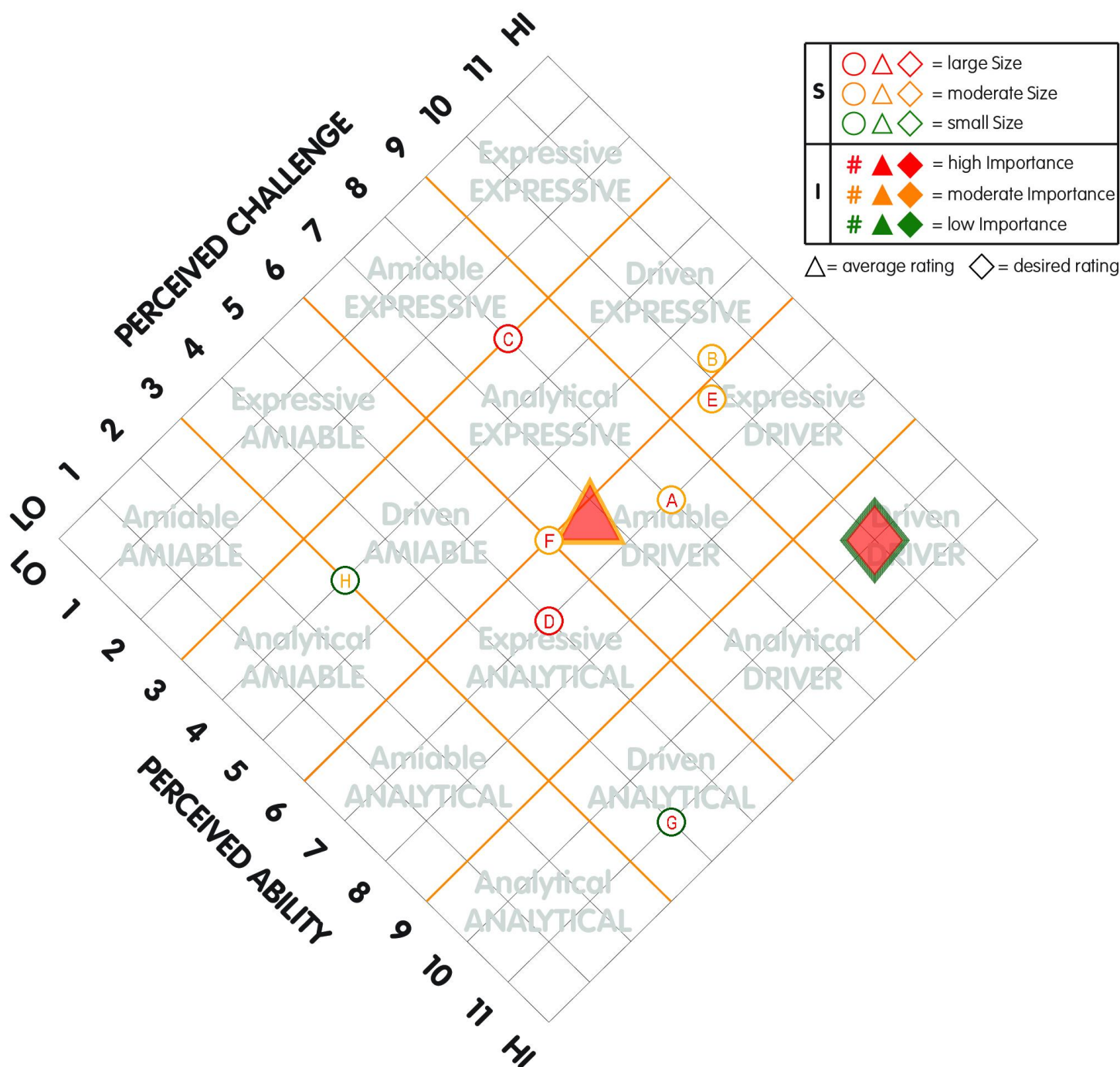
Activity #16: Converting most qualified prospects into clients.



Activity #17: Protecting the value of what I offer.

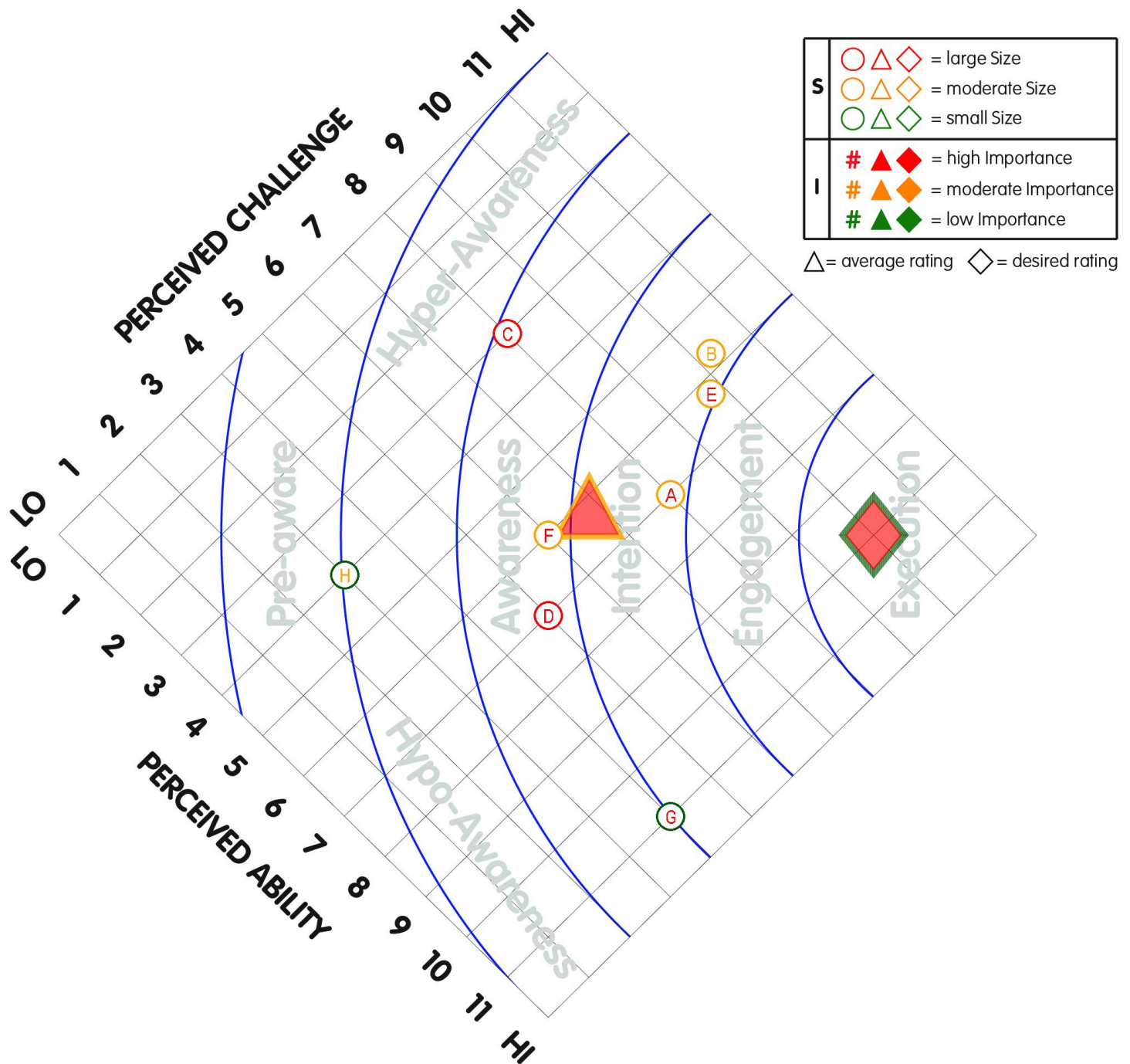


Activity #17: Protecting the value of what I offer.

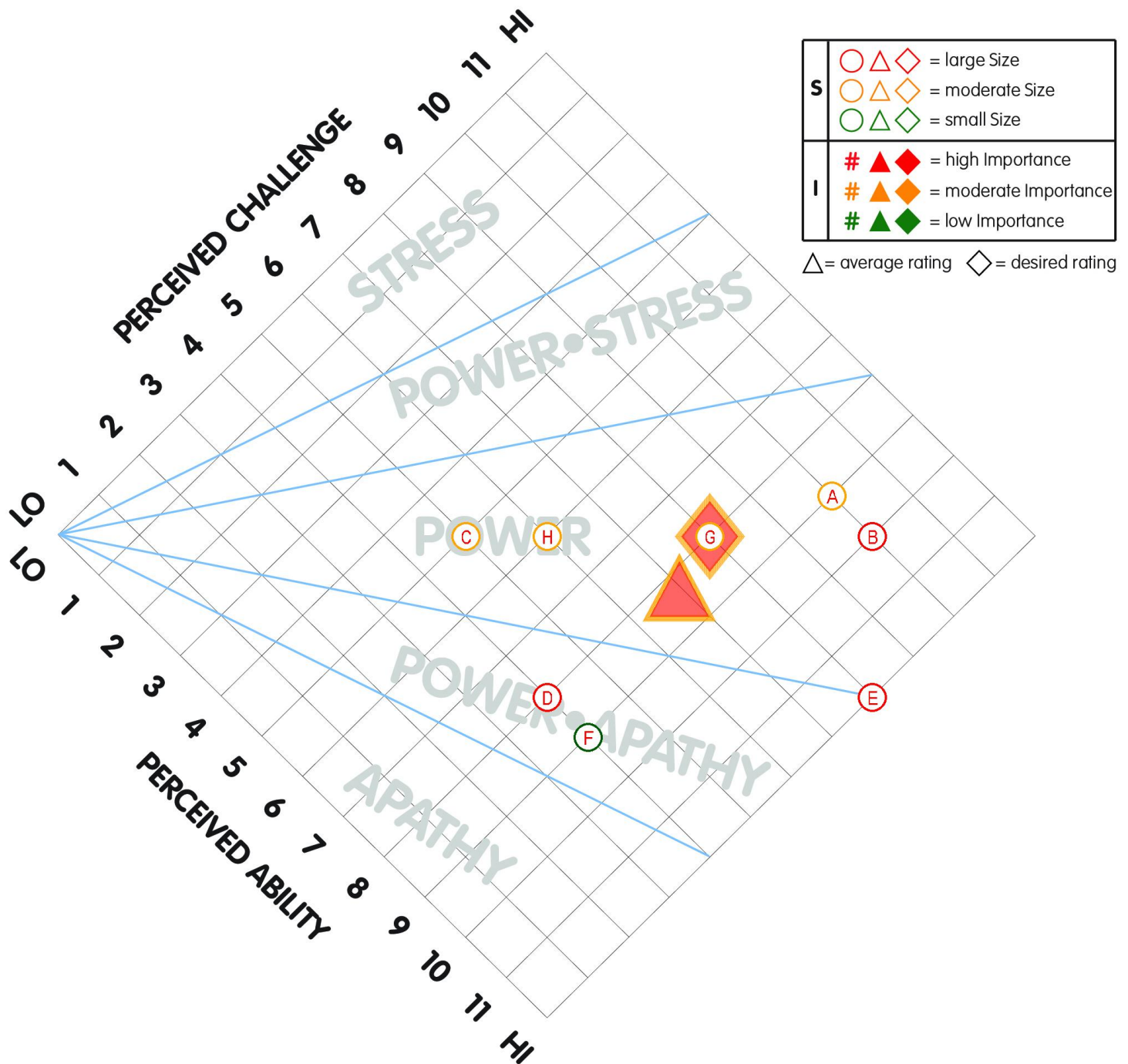




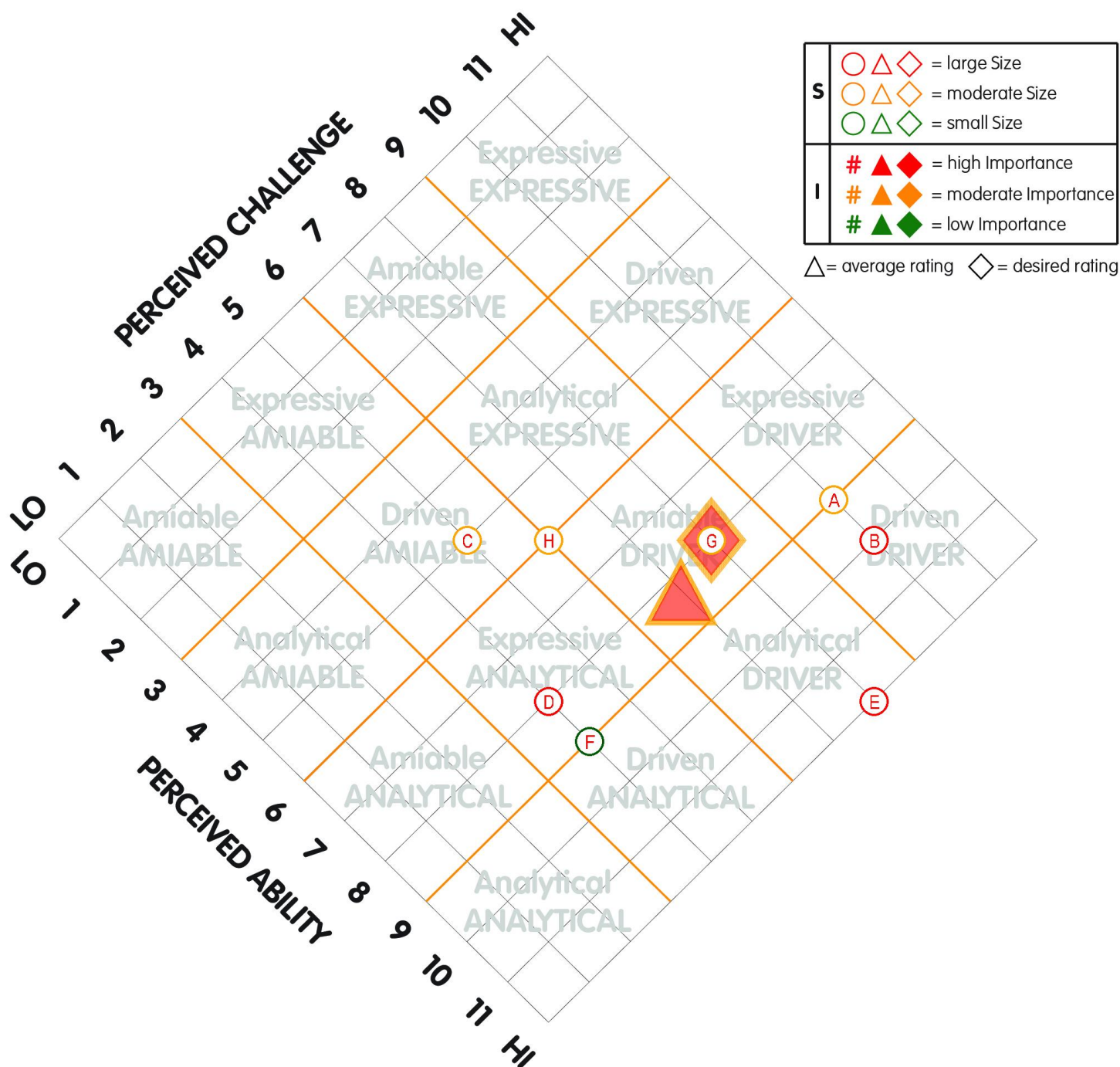
Activity #17: Protecting the value of what I offer.



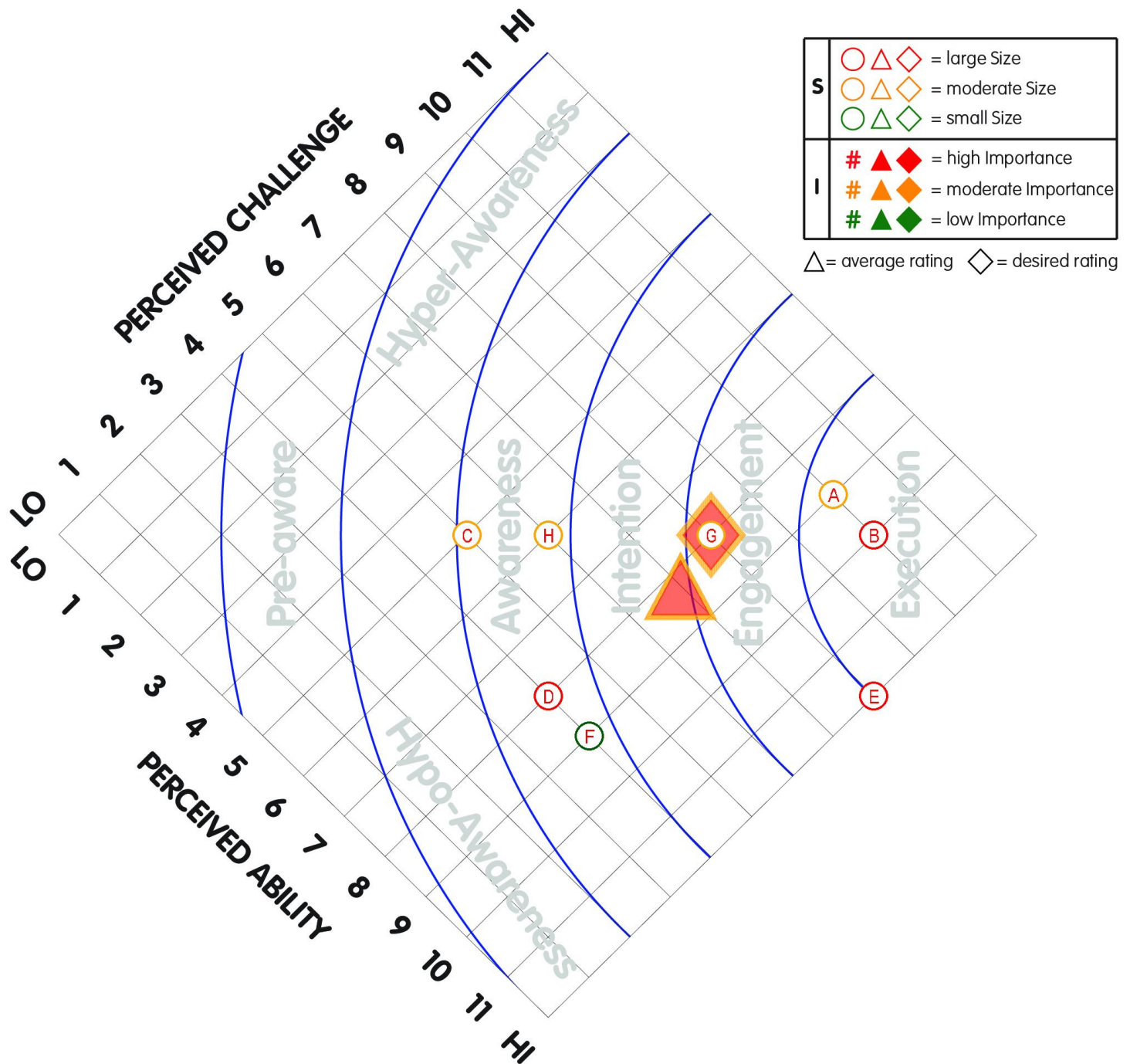
Activity #18: Ensuring clients follow through on action plans.



Activity #18: Ensuring clients follow through on action plans.

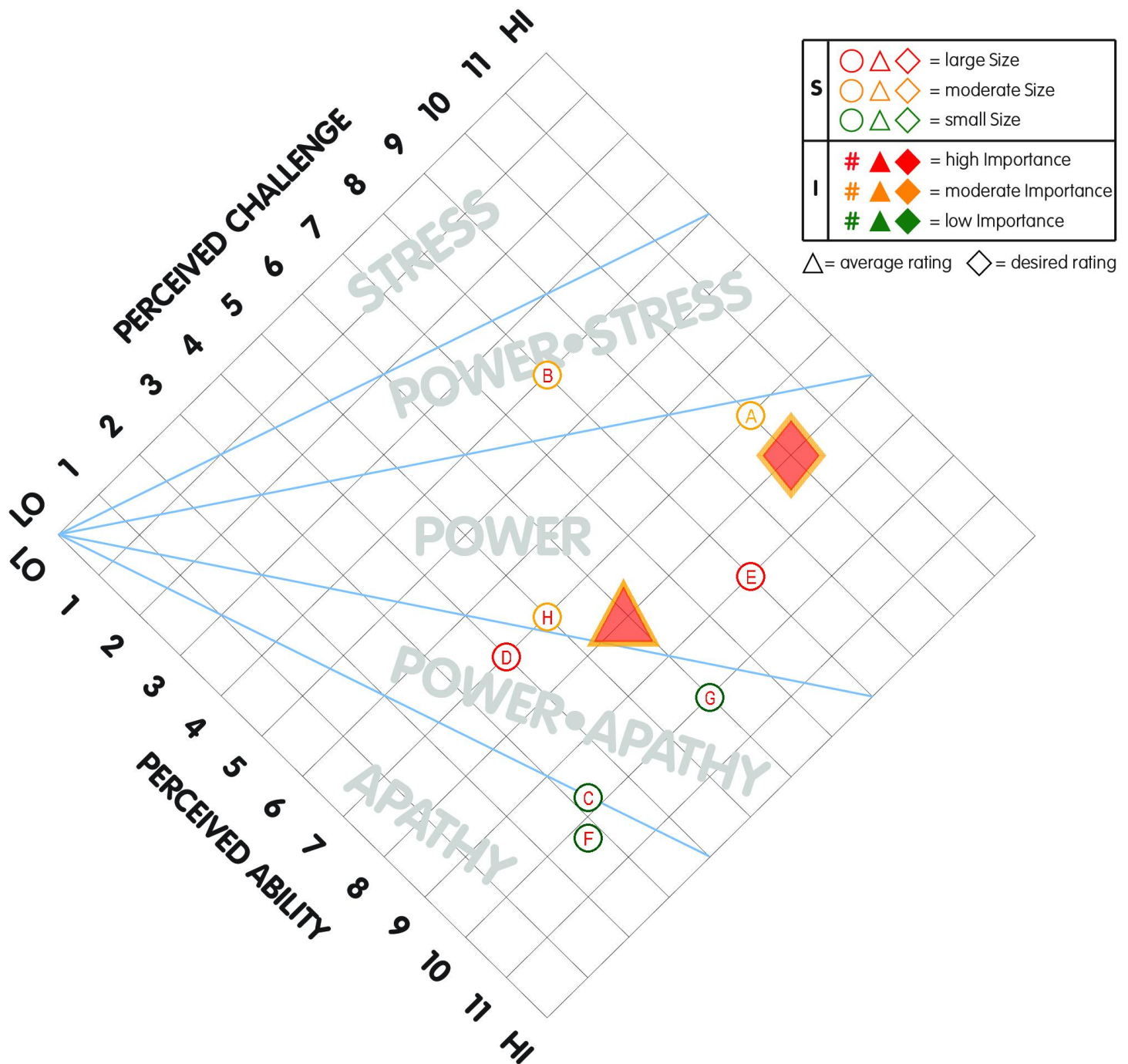


Activity #18: Ensuring clients follow through on action plans.

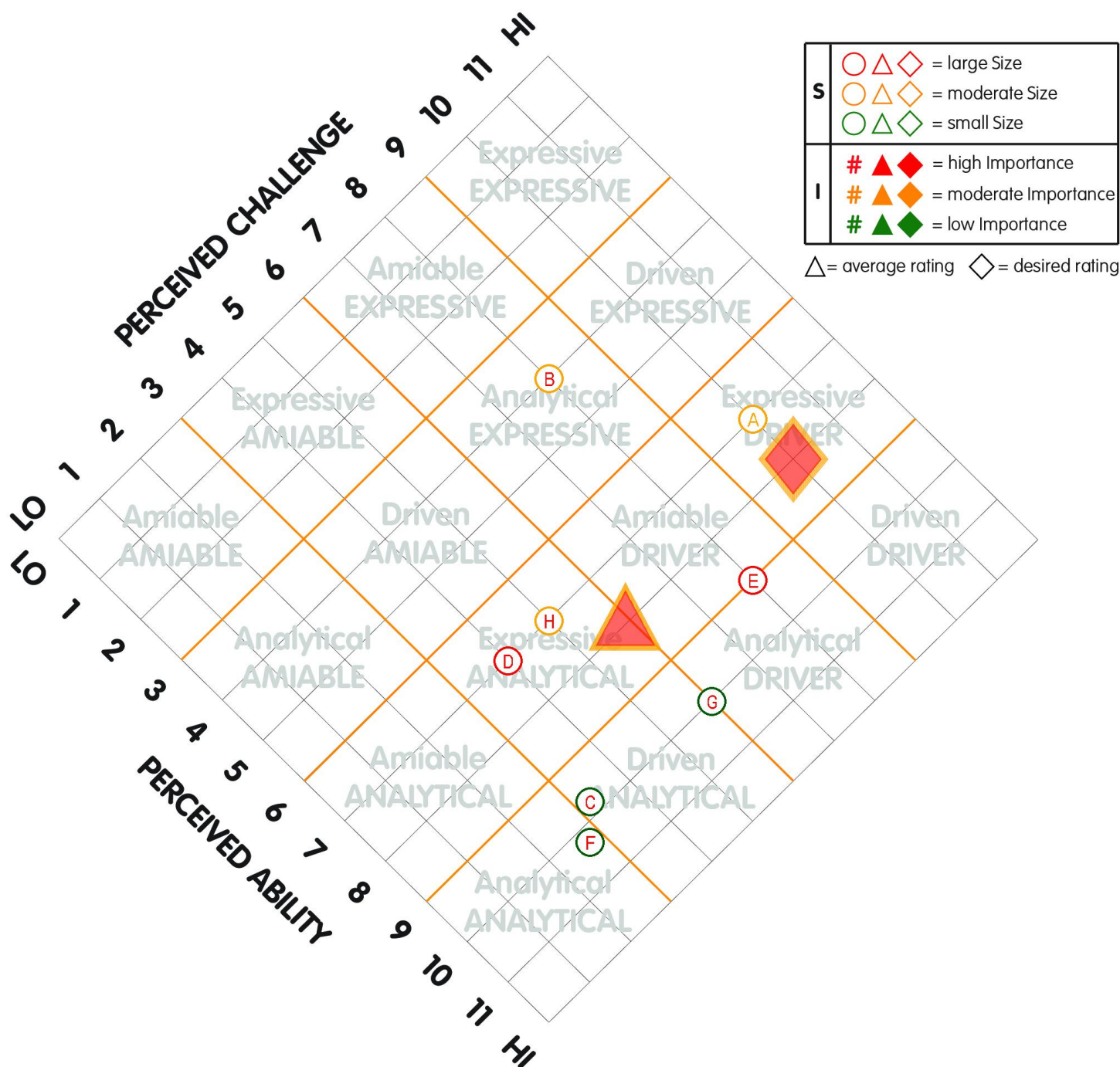




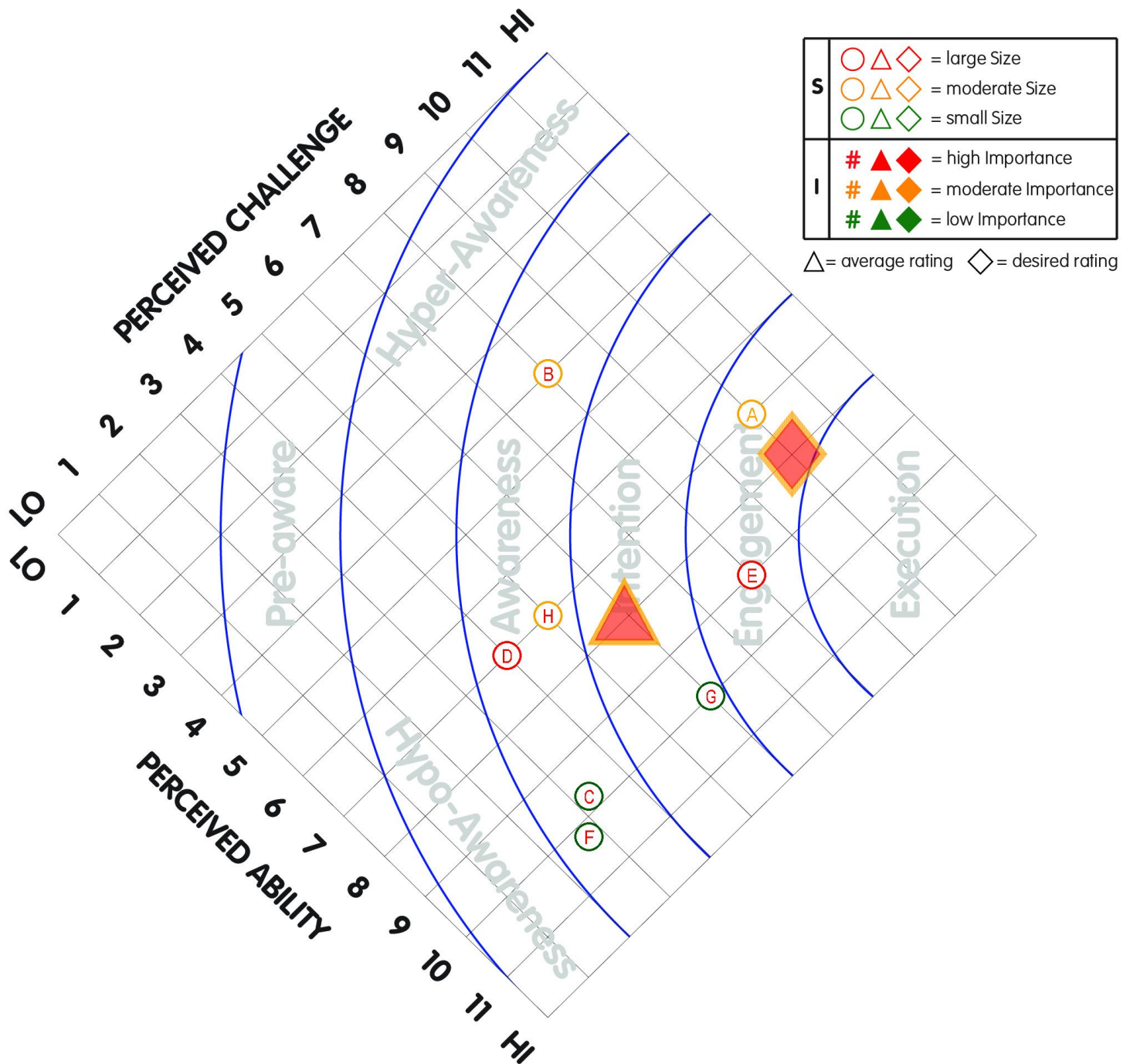
Activity #19: Preventing stagnant client relationships.



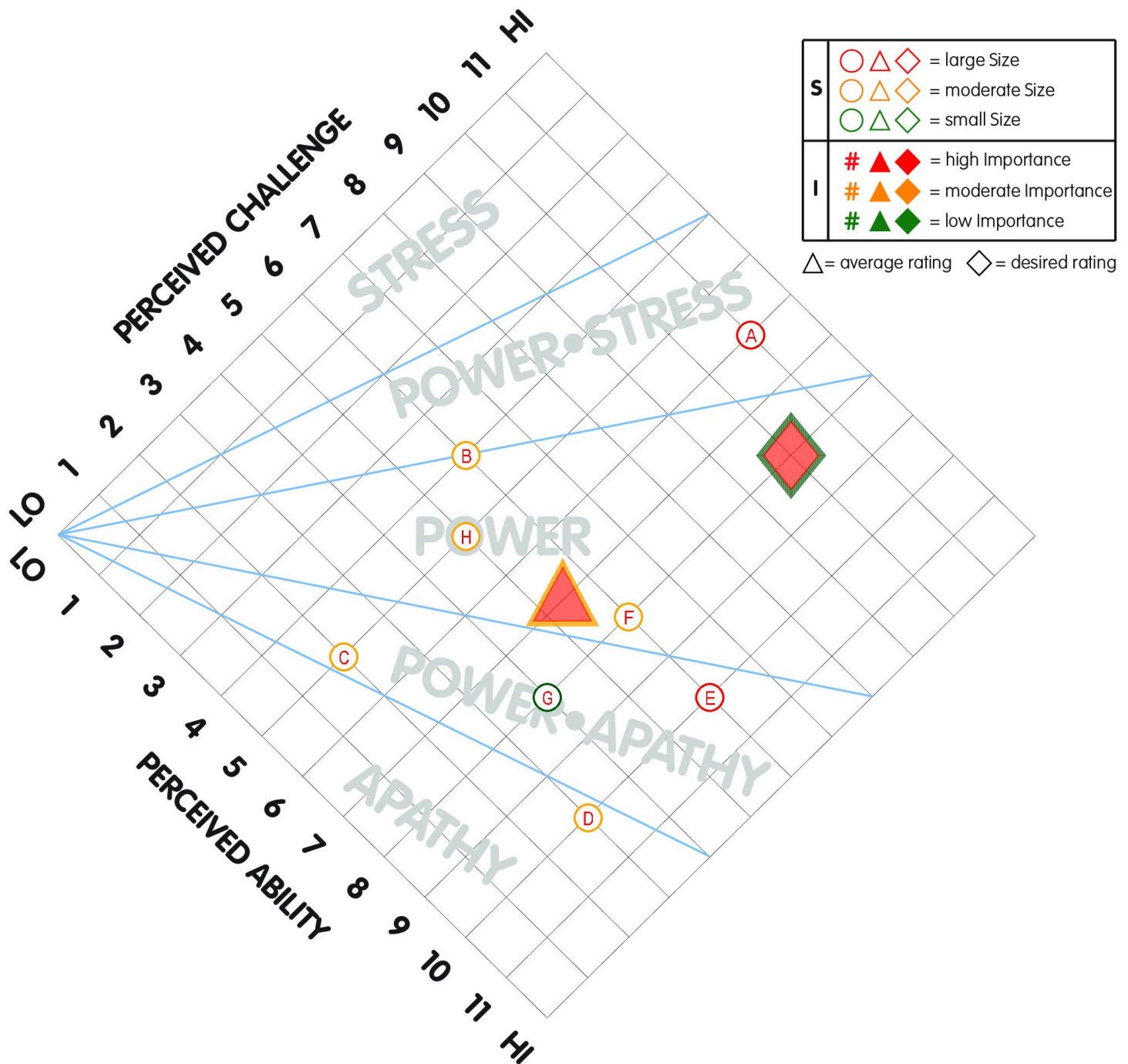
Activity #19: Preventing stagnant client relationships.



Activity #19: Preventing stagnant client relationships.

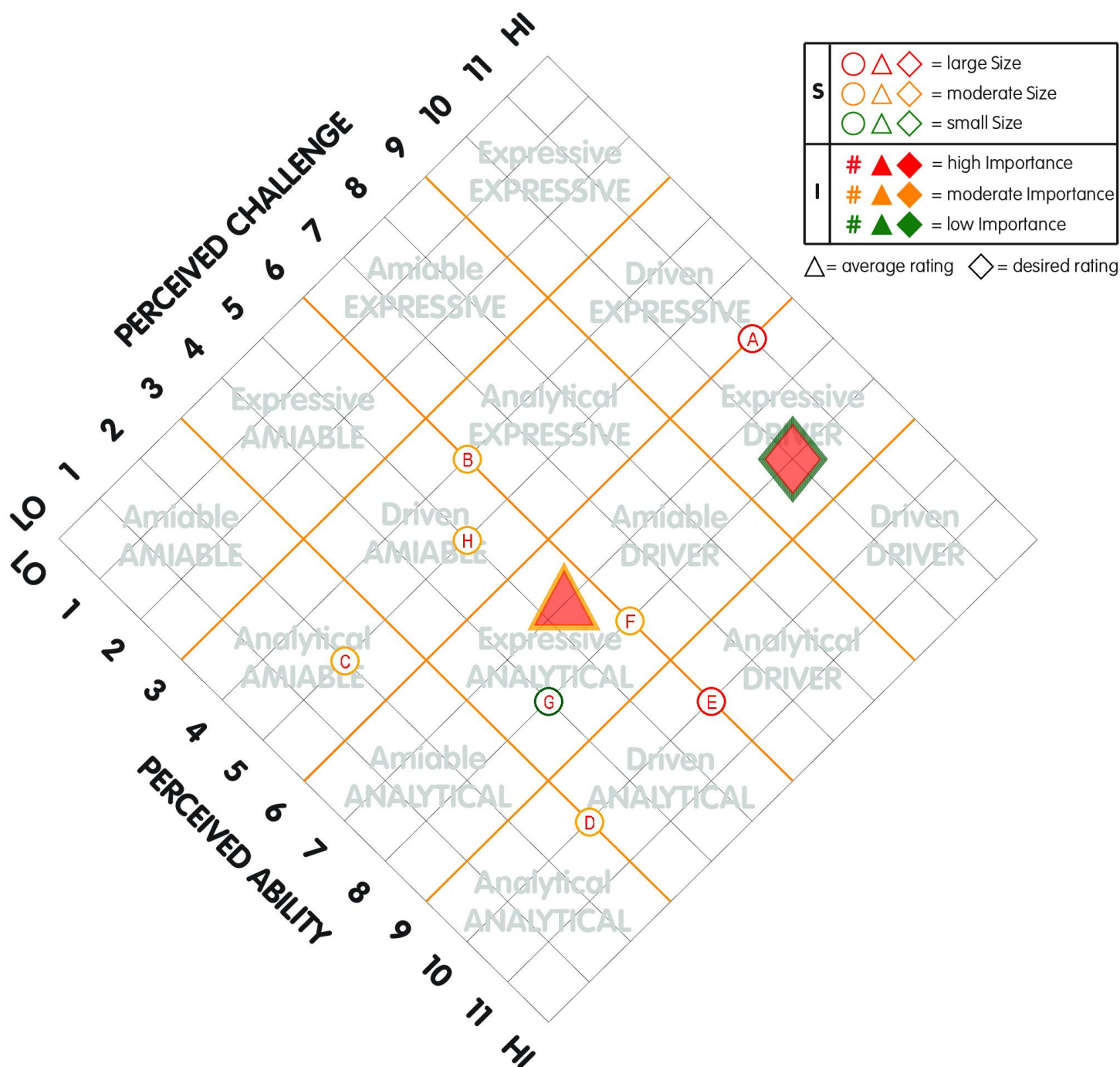


Activity #20: Leveraging existing relationships to get qualified referrals.

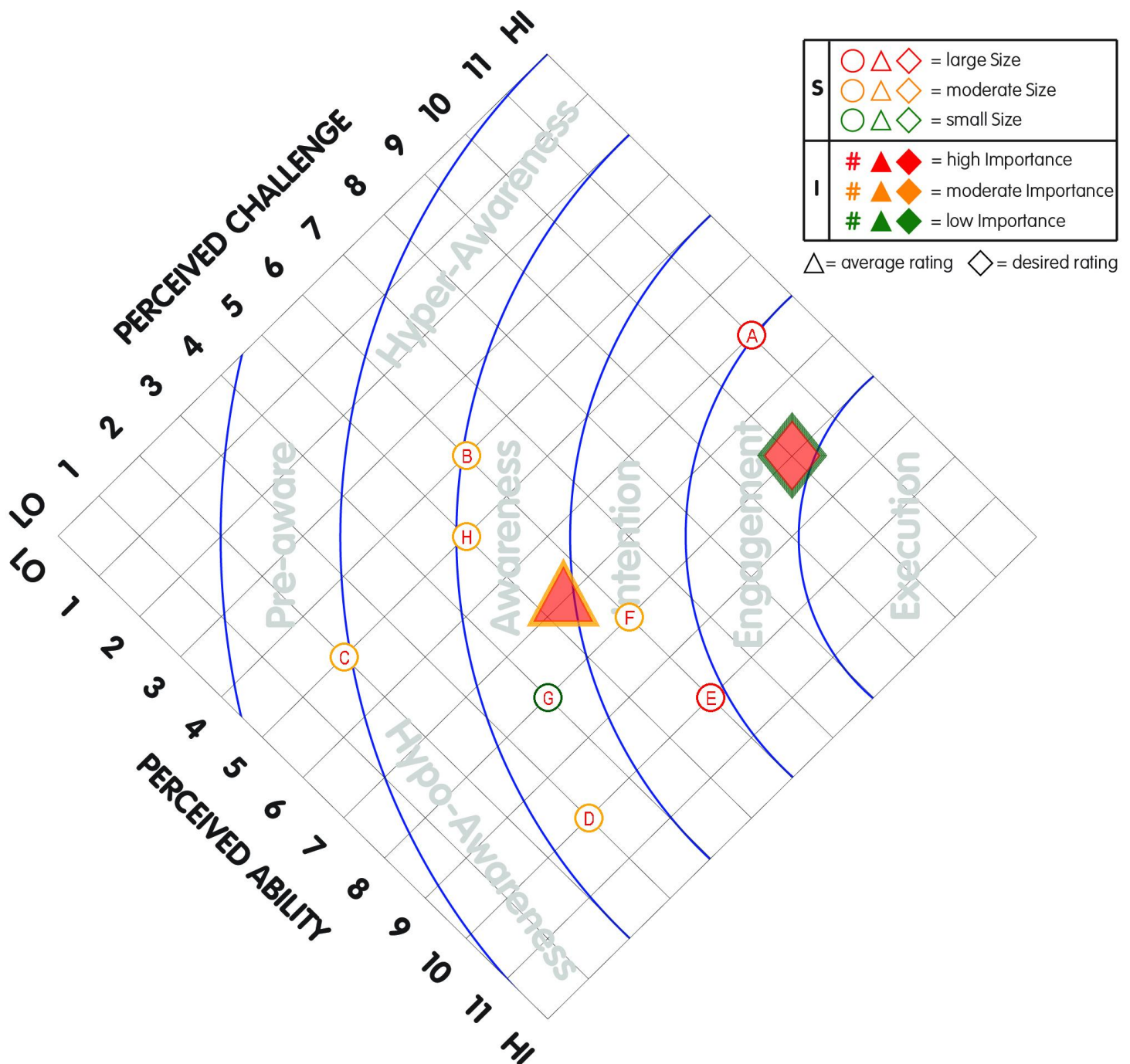




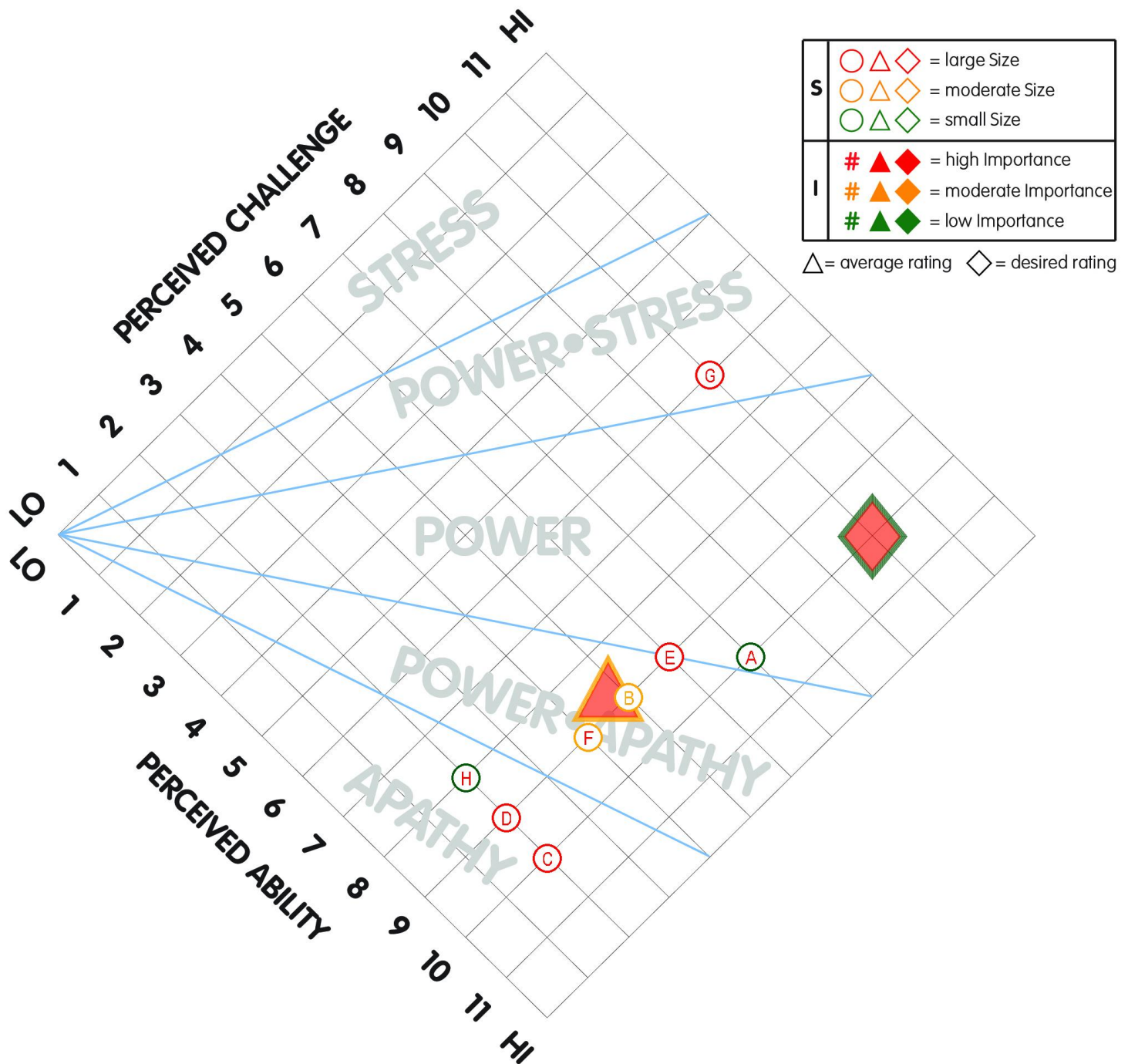
Activity #20: Leveraging existing relationships to get qualified referrals.



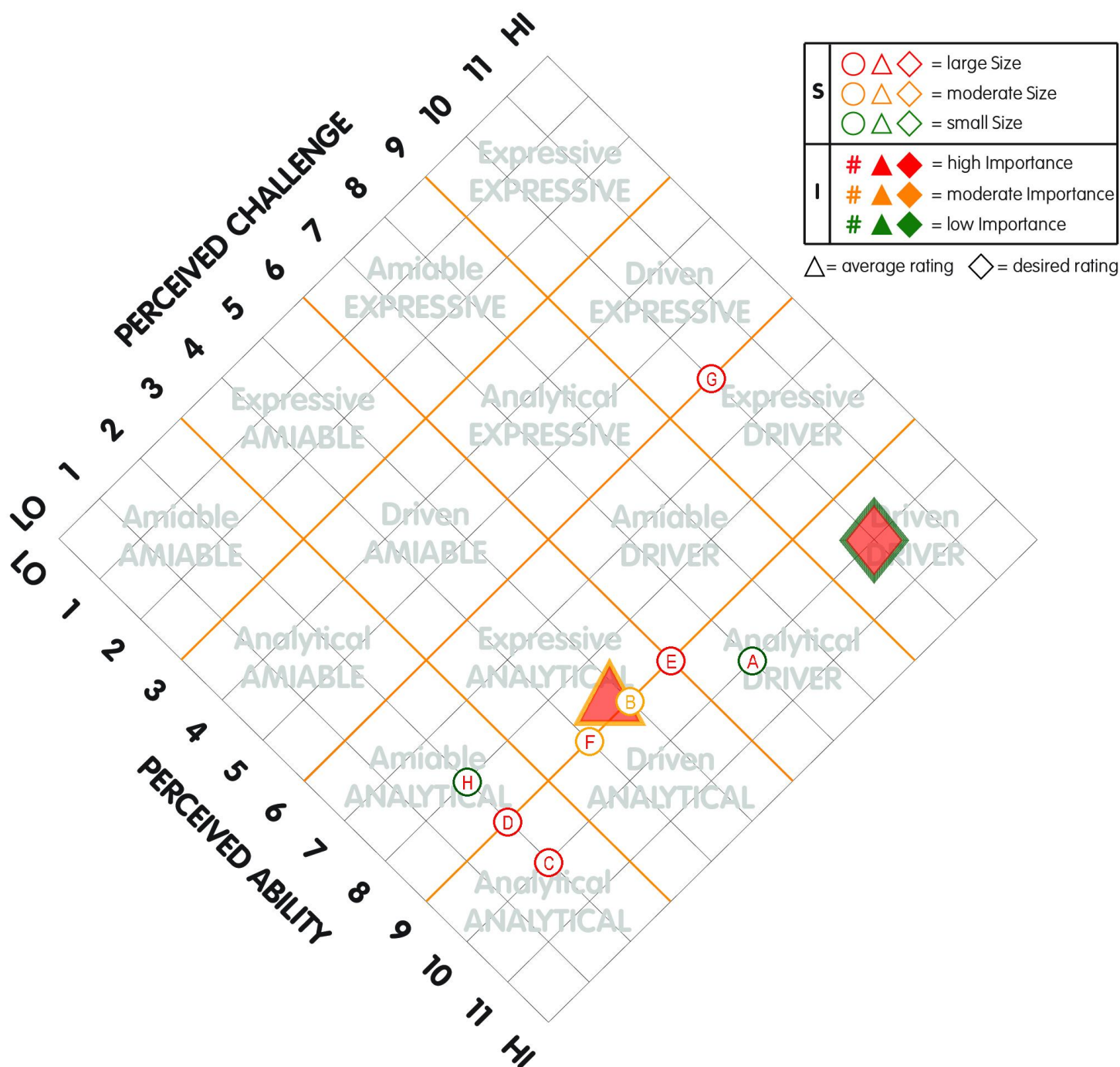
Activity #20: Leveraging existing relationships to get qualified referrals.



Activity #21: Maintaining discipline and accountability.

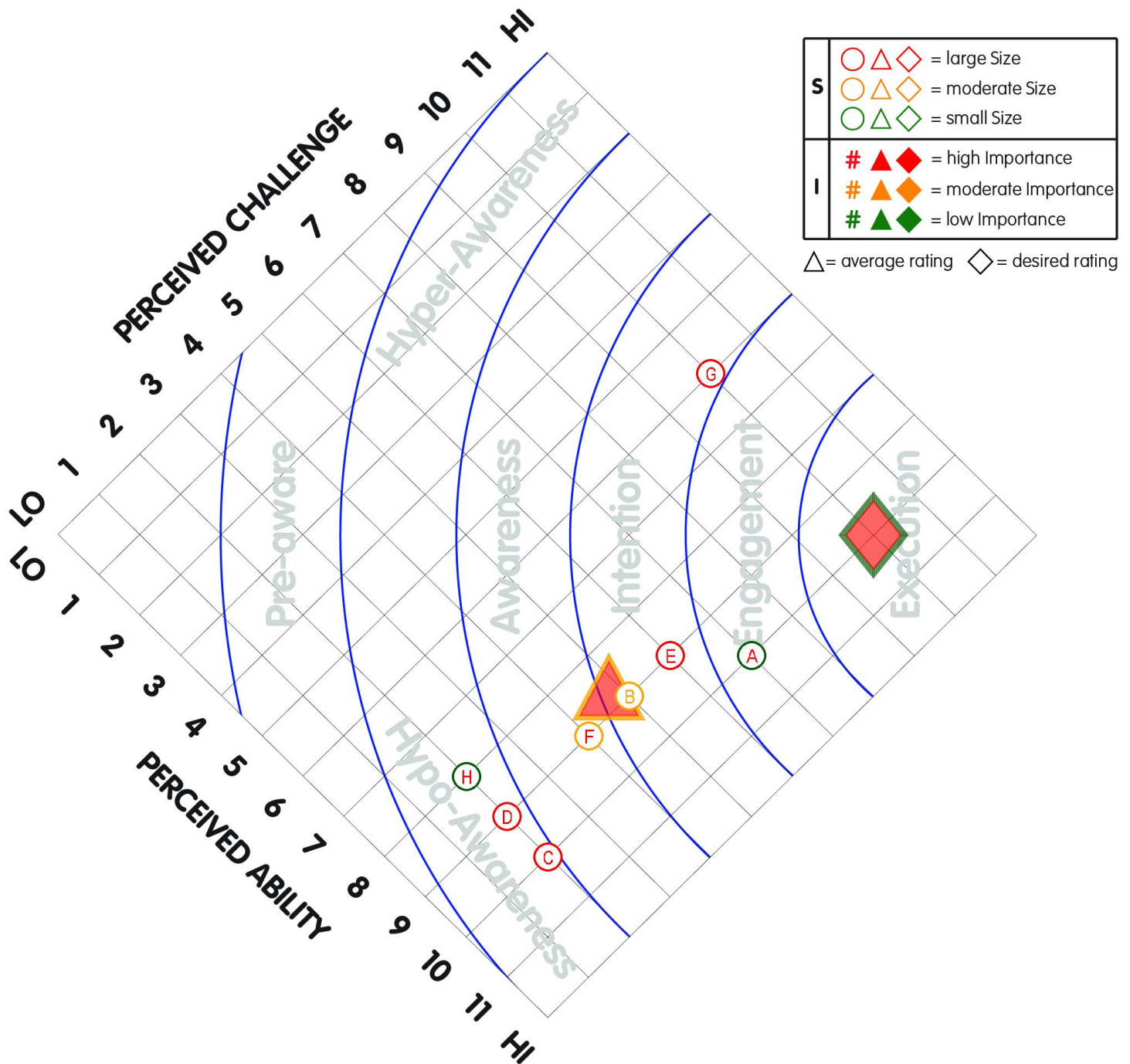


Activity #21: Maintaining discipline and accountability.

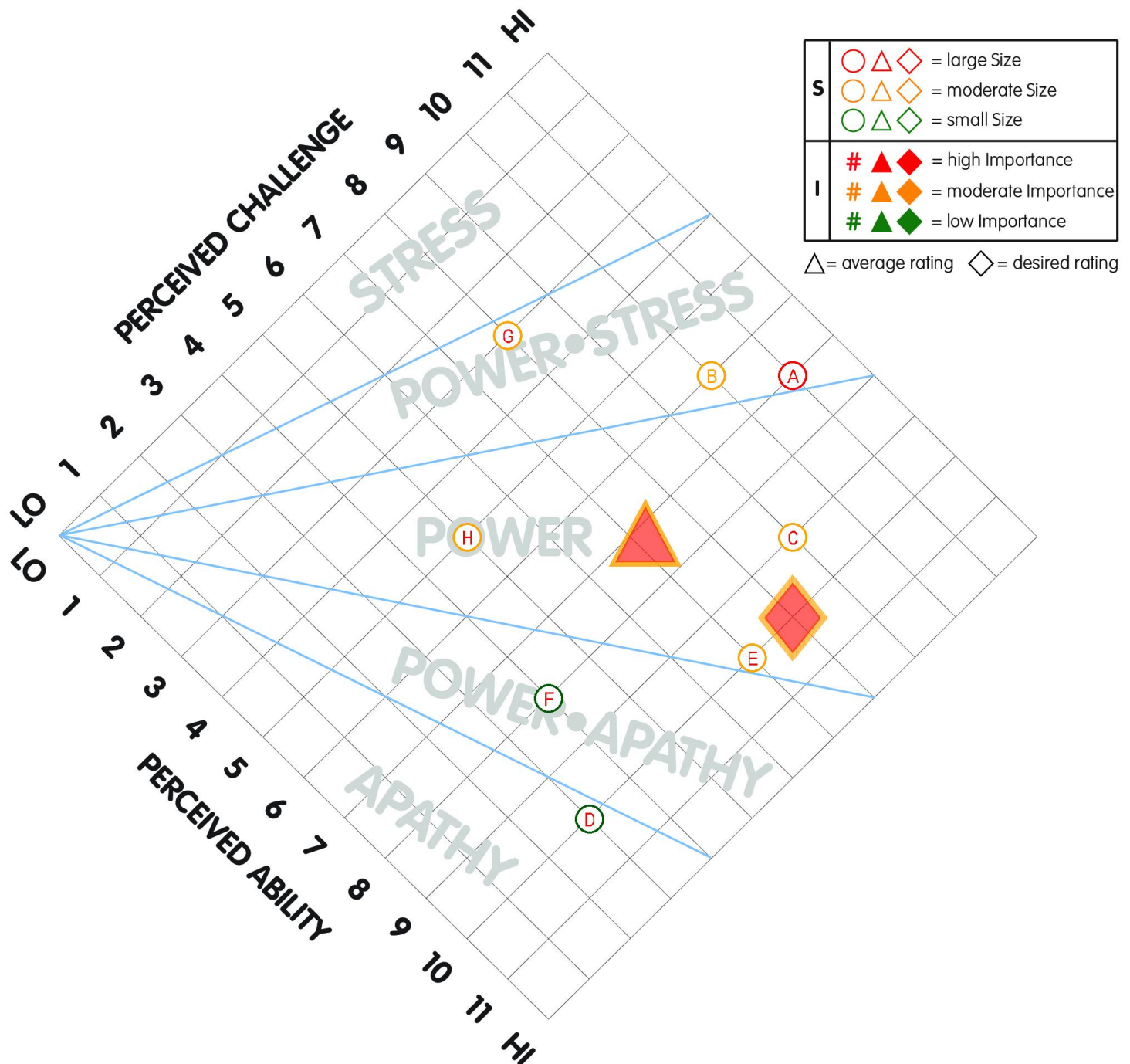




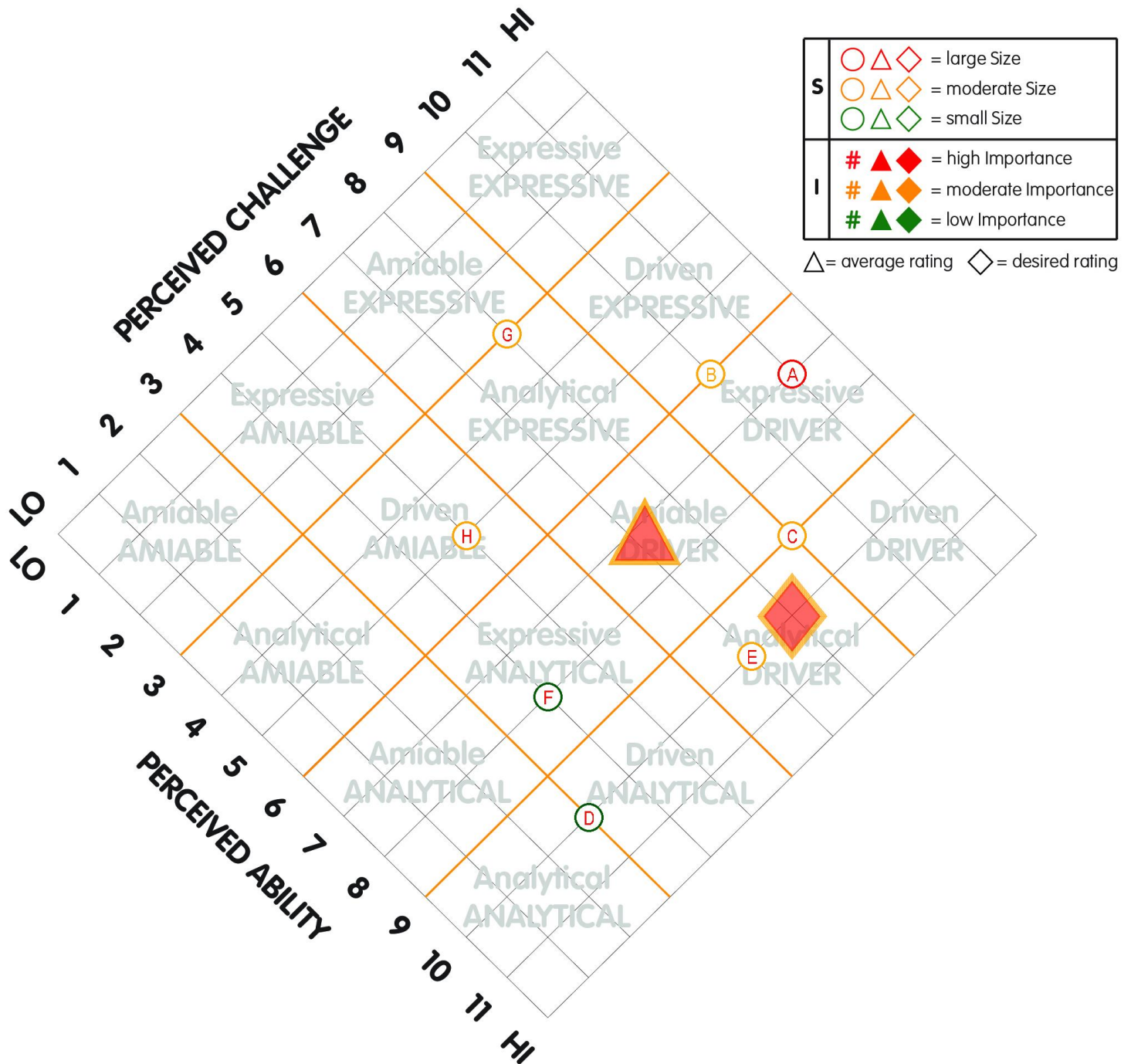
Activity #21: Maintaining discipline and accountability.



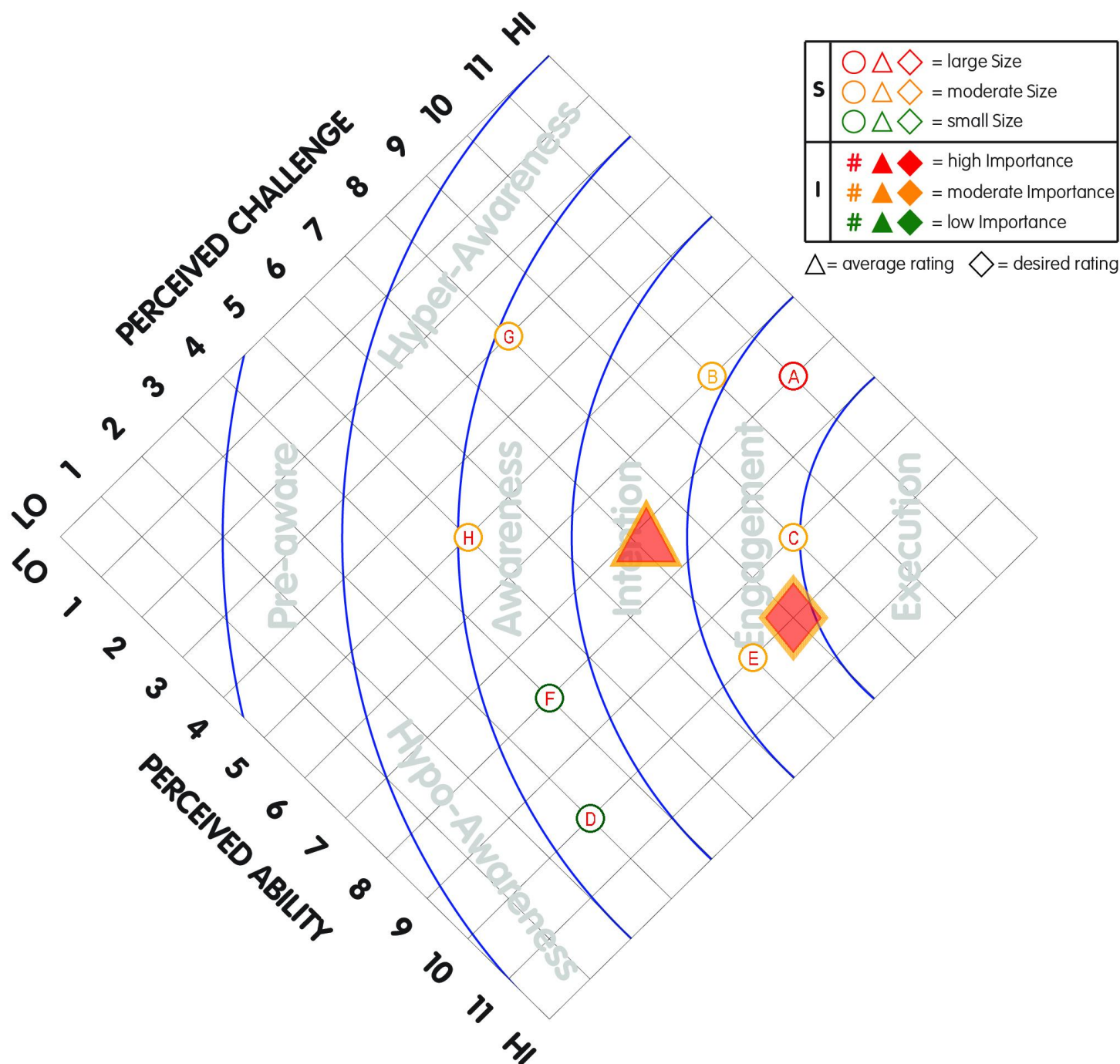
Activity #22: Securing all of the equipment, materials and services to market and operate my business effectively.



Activity #22: Securing all of the equipment, materials and services to market and operate my business effectively.

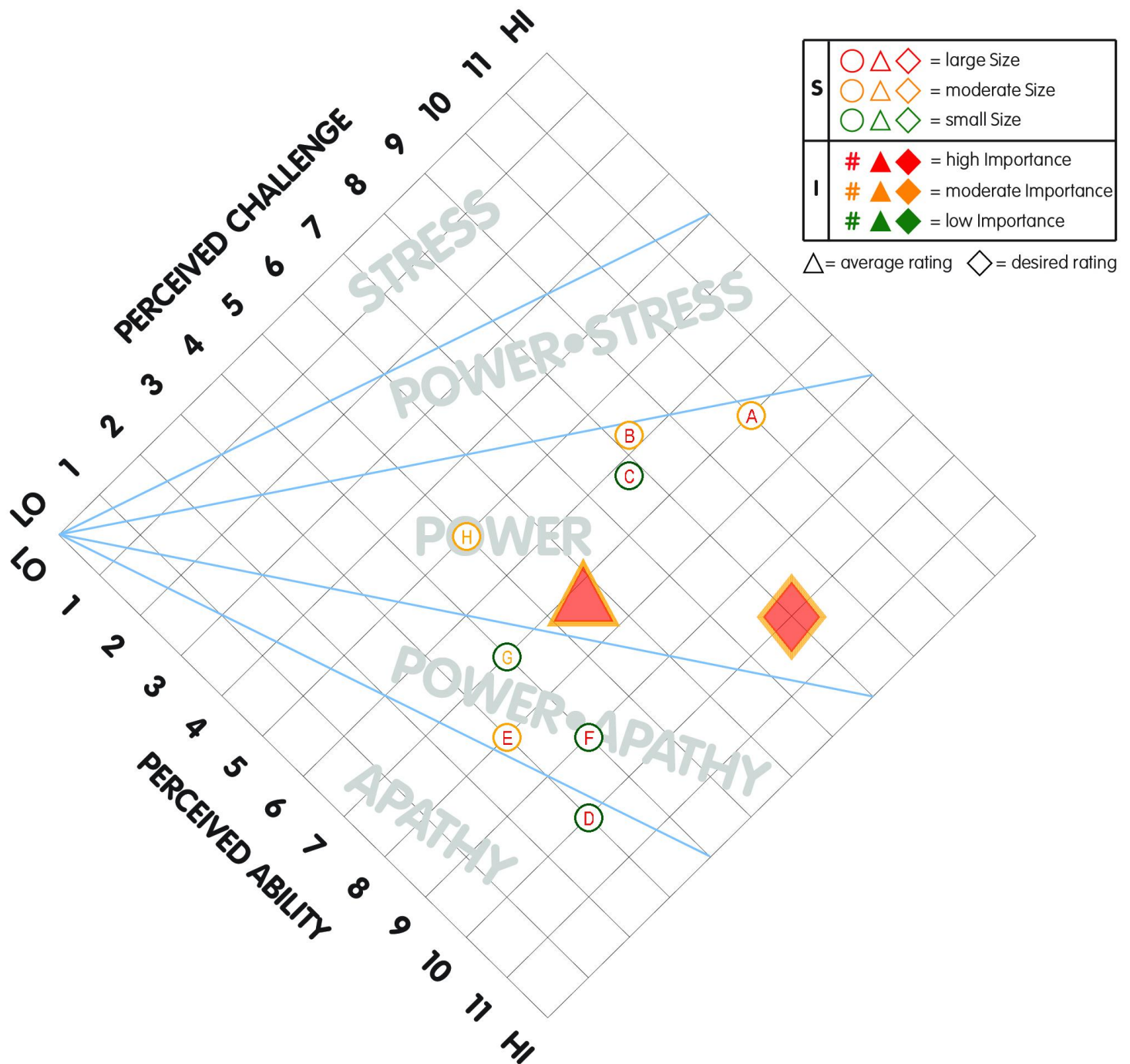


Activity #22: Securing all of the equipment, materials and services to market and operate my business effectively.

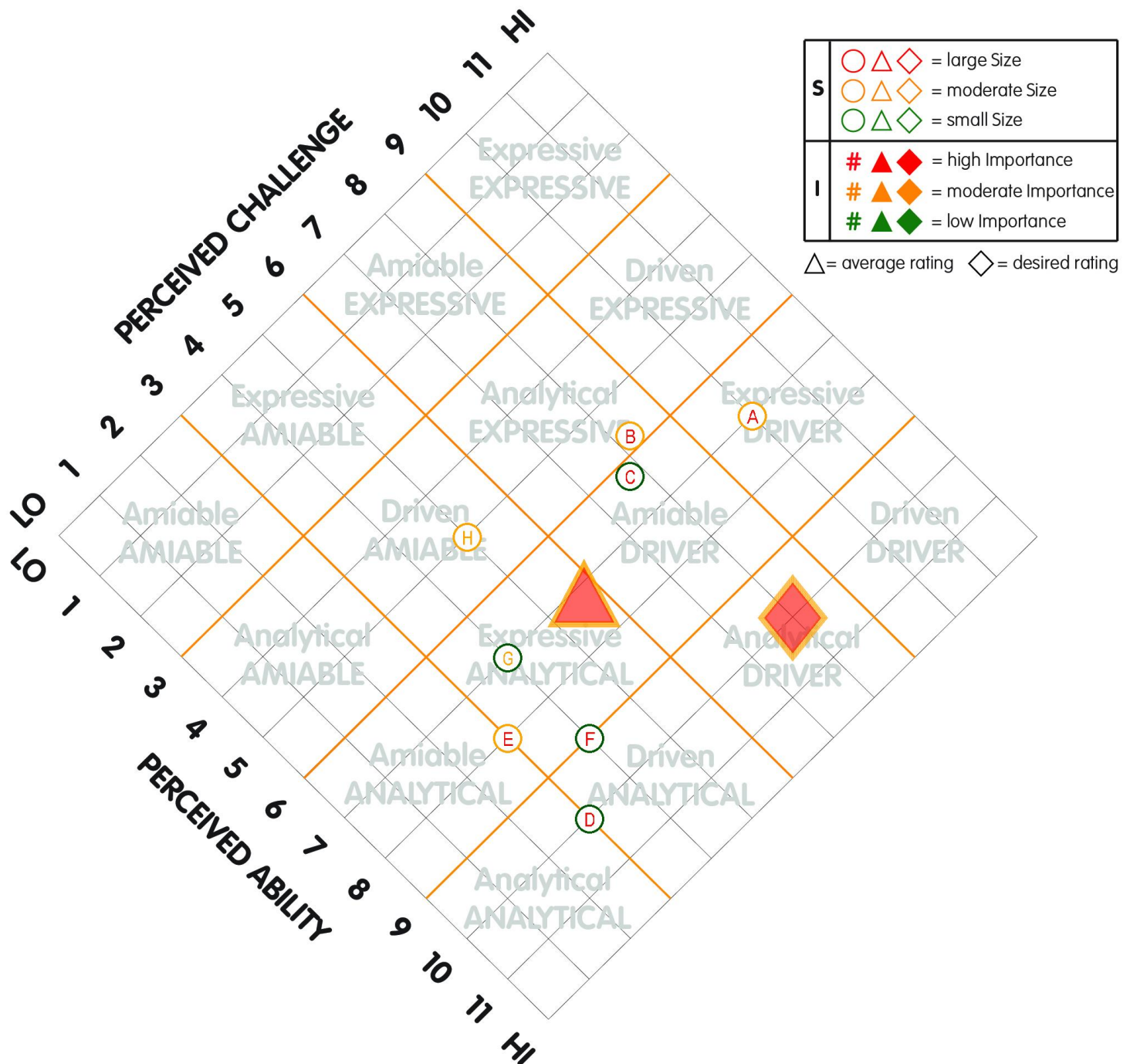




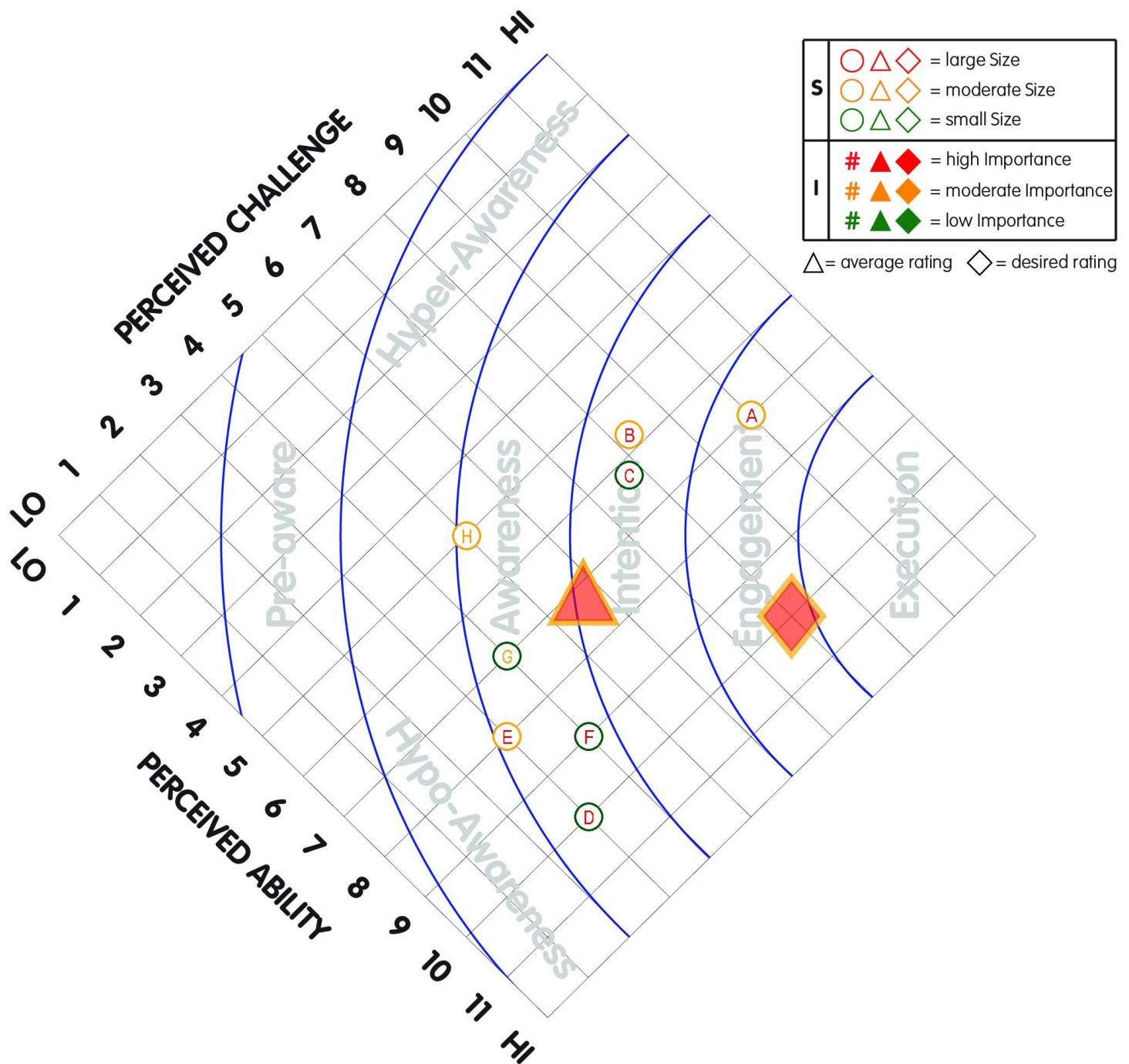
Activity #23: Building an appropriate support network.



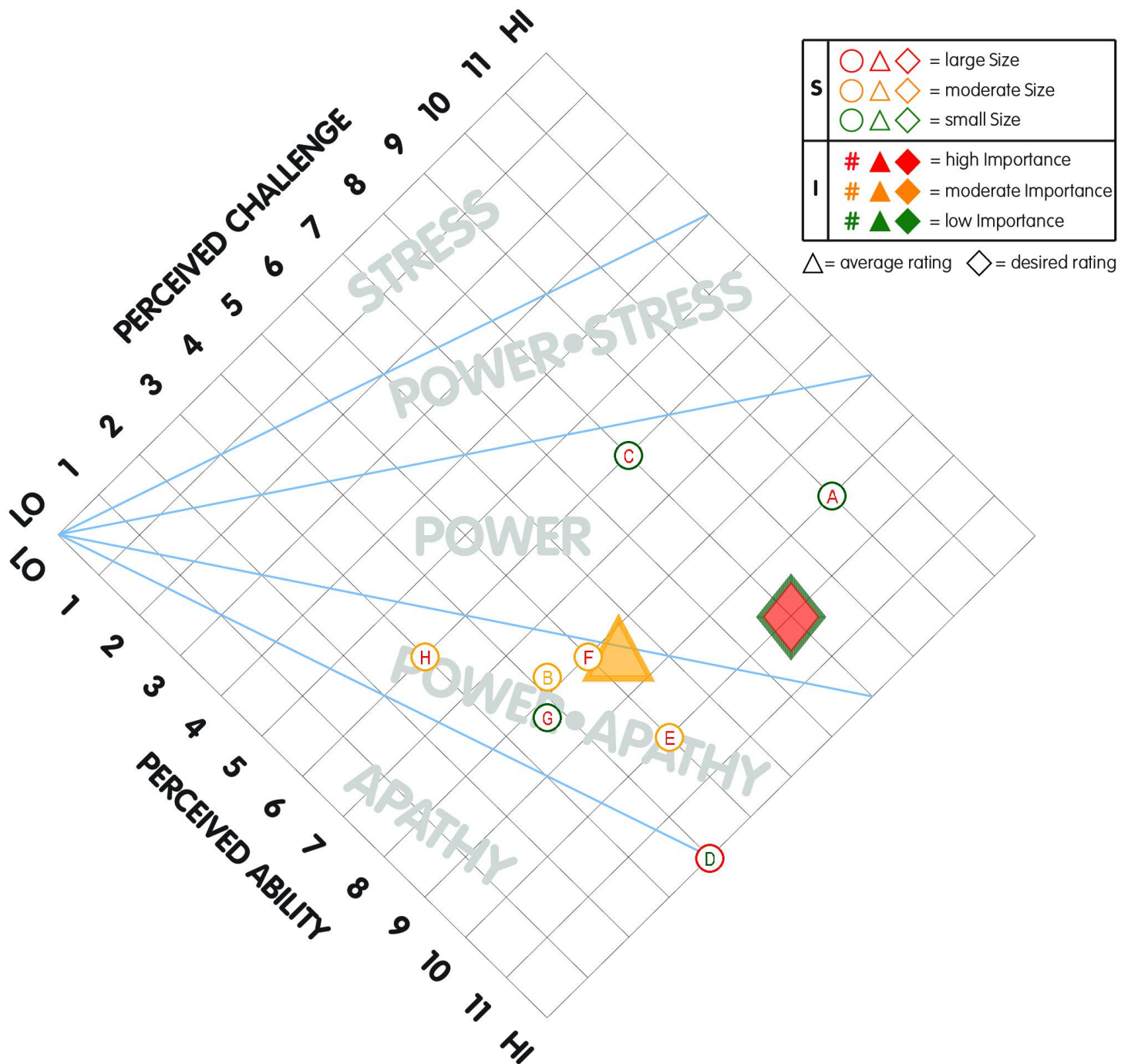
Activity #23: Building an appropriate support network.



Activity #23: Building an appropriate support network.

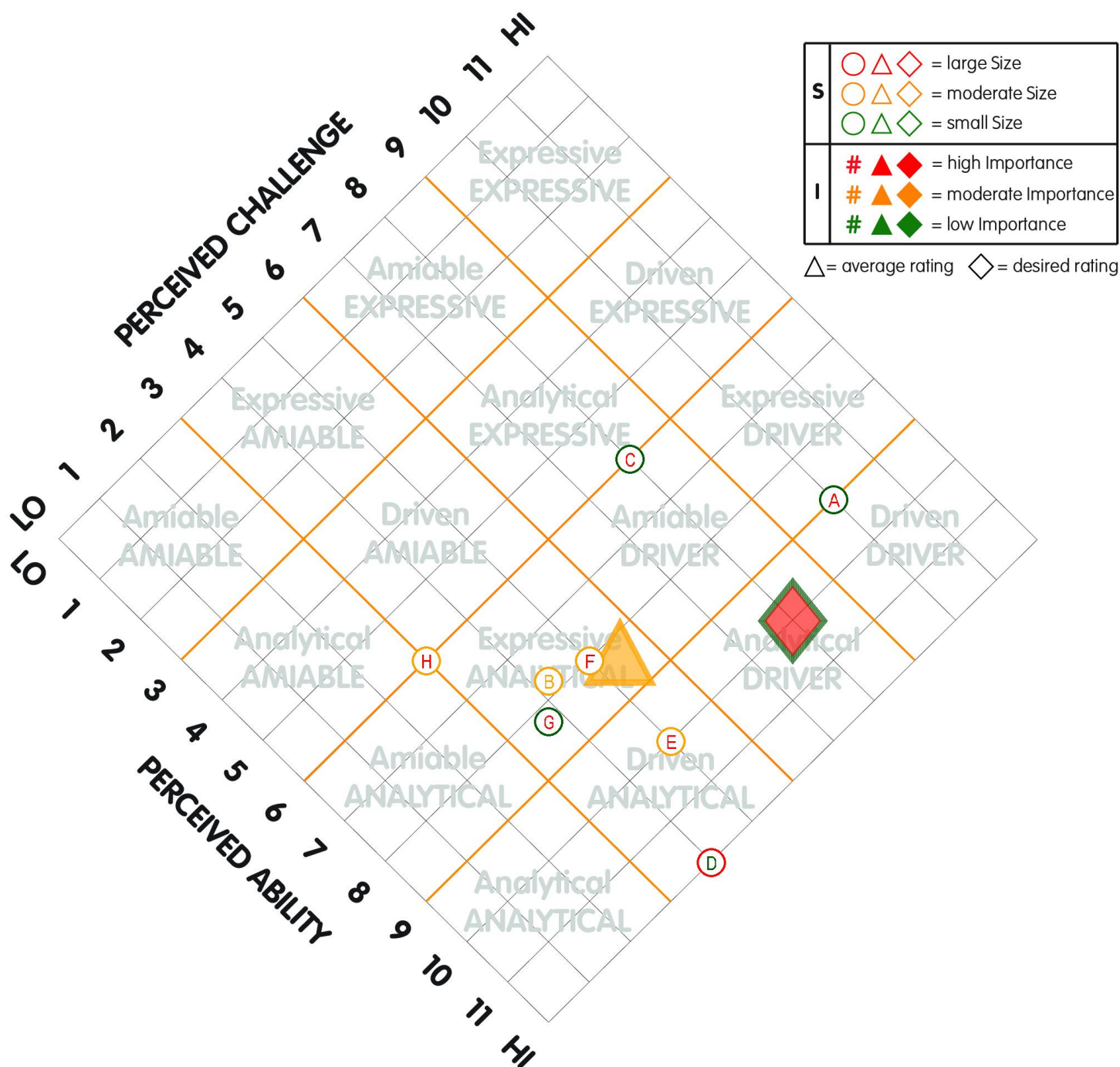


Activity #24: Carefully selecting peers and colleagues.

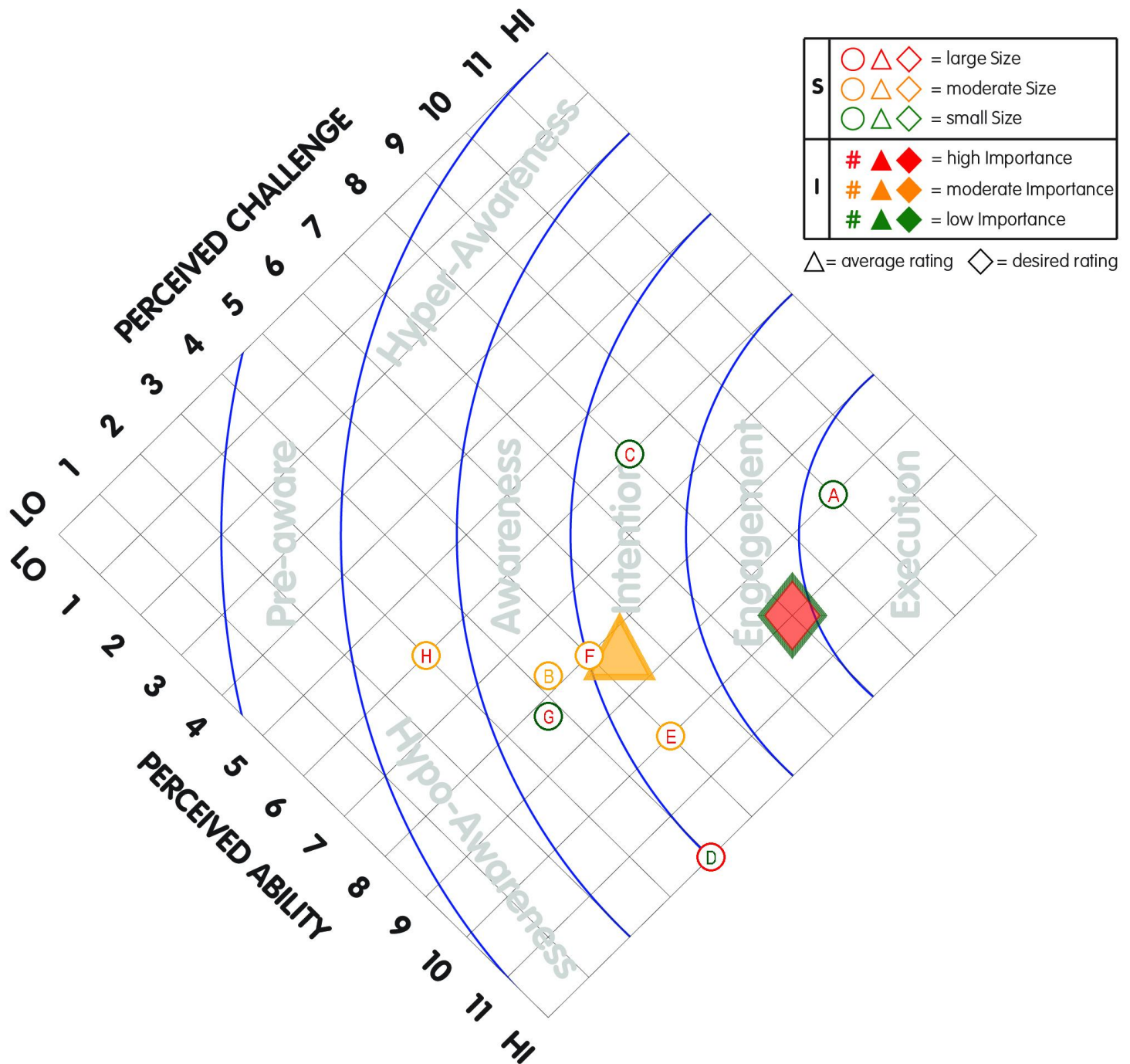




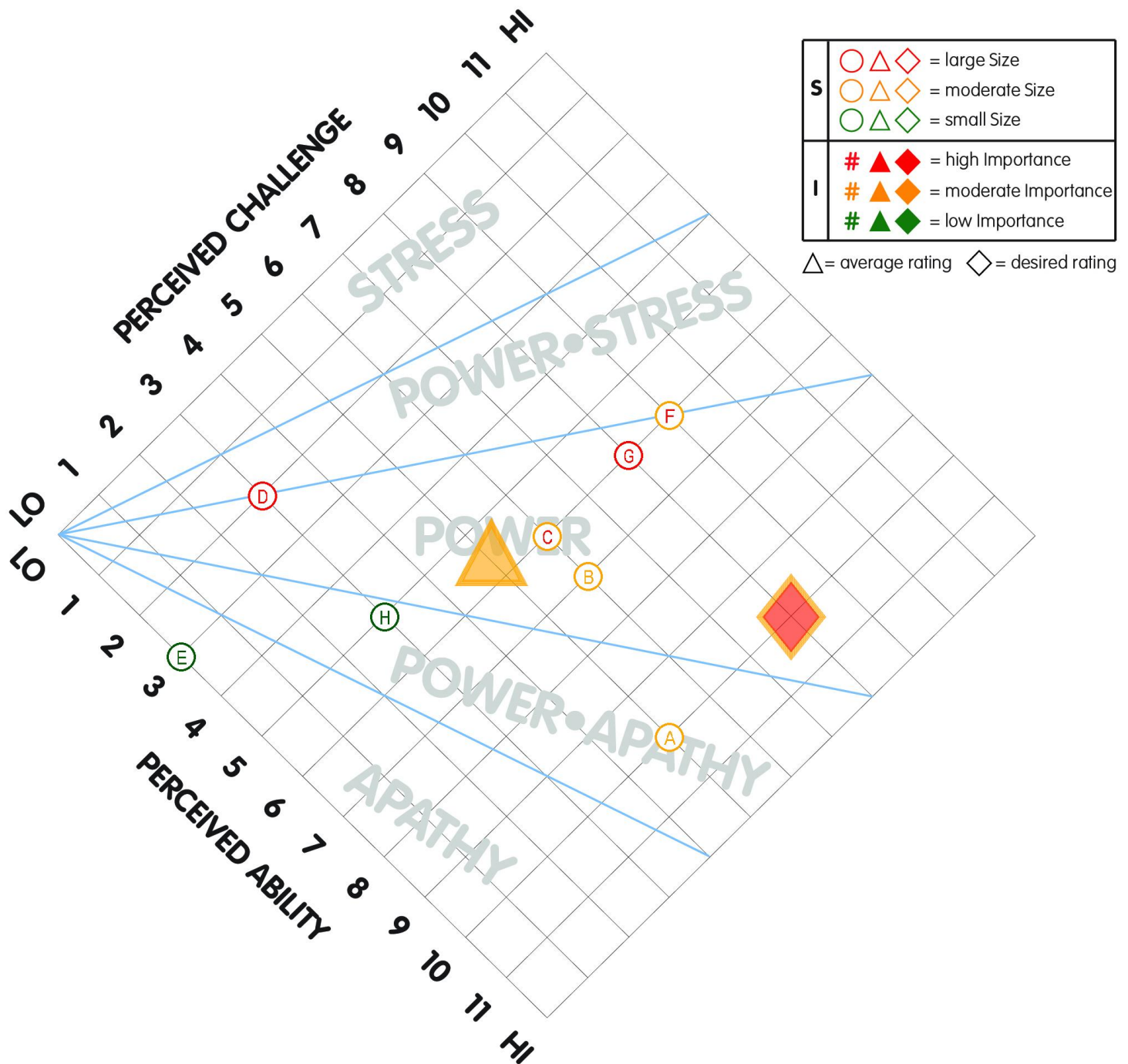
Activity #24: Carefully selecting peers and colleagues.



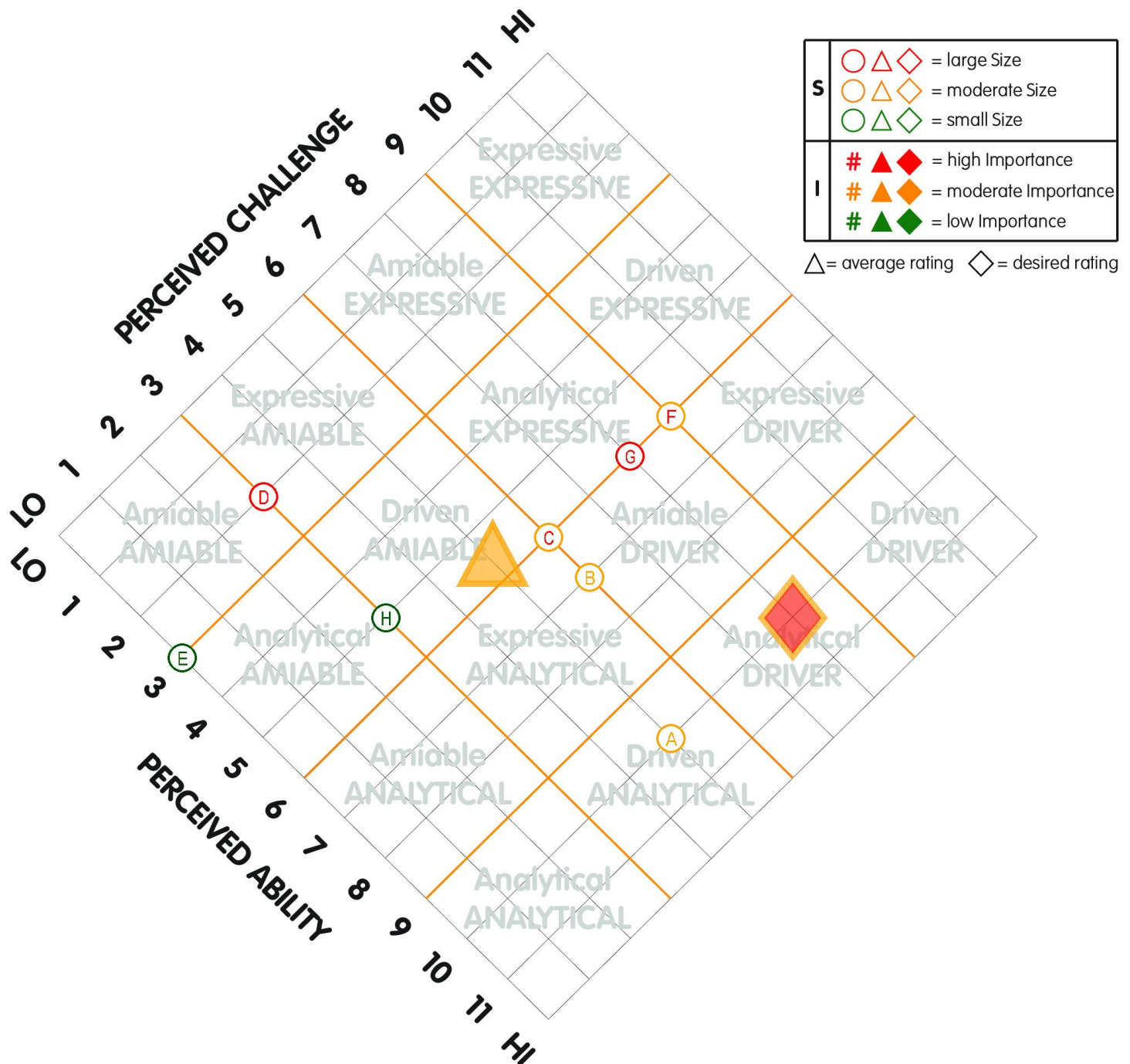
Activity #24: Carefully selecting peers and colleagues.



Activity #25: Developing an exit/succession strategy.

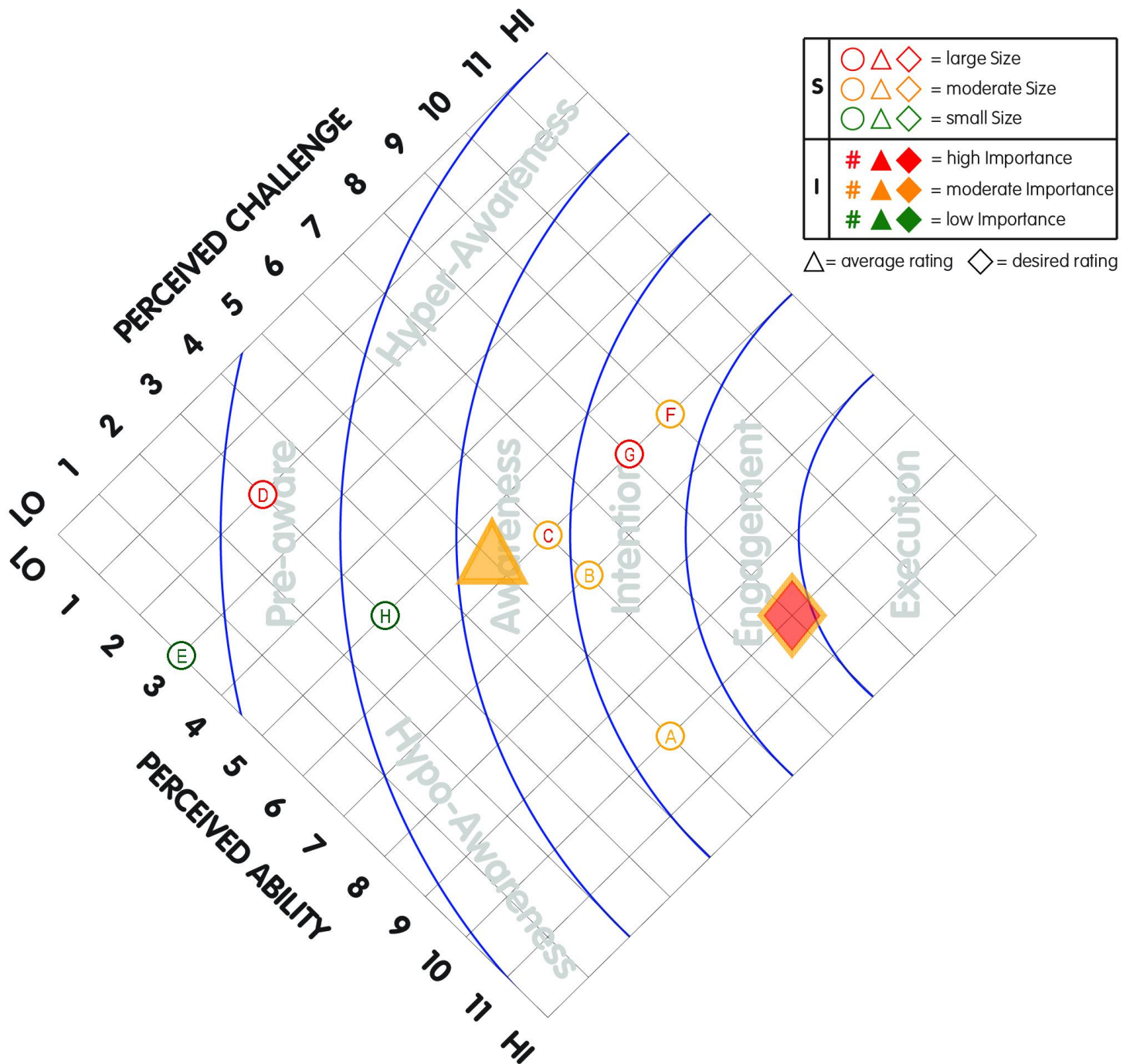


Activity #25: Developing an exit/succession strategy.





Activity #25: Developing an exit/succession strategy.



Q1. What prompted you to participate in the 2013 Basic Business Viability Study for Human Development Professionals?

A1. (anonymous) I am a member of ICF-Charlotte and T Falcoln Napier will be speaking at our June meeting. This was "pre-work" for his presentation.

A1. (anonymous) Part of ICF Program prep work

A1. (anonymous) I am interested in how the tool and supporting resources inform my practice development, priorities, and behaviors to ensure my success. I have heard great things from Peter Popovich about it and enjoyed and was intrigued by T's presentation at the ICF-CAC June meeting.

A1. (anonymous) T. Falcon Napier presented the ChangeGrid at a recent meeting of the Charlotte chapter of ICF. In addition, I am participating in an ongoing "mastermind" group focused on using the change grid created by Peter Popovich after the chapter presentation.

A1. (anonymous) Part of ICF IPT group that wants to learn more. We will have a group debrief.

A1. (anonymous) Peter Popovich asked me to take it.

A1. (anonymous) Attended ICF meeting where T presented. Will be participating in a coaches' group around the Change Grid.

A1. (anonymous) part of a mastermind group

Q1. How long have you operated a private practice as an independent human development professional?

- A1. Less than 1 year (1 Respondents / 13%)
- A2. Between 1 and 4 years (4 Respondents / 50%)
- A3. Between 5 and 9 years (2 Respondents / 25%)
- A4. 10 years or more (1 Respondents / 13%)
- A5. I am not in private practice (0 Respondents / 0%)

Q2. Which of the following identifiers best represents your PRIMARY role as an independent human development professional?

- A1. Coach (6 Respondents / 75%)
- A2. Consultant (1 Respondents / 13%)
- A3. Other (1 Respondents / 13%)
- A4. Speaker (0 Respondents / 0%)
- A5. Trainer (0 Respondents / 0%)
- A6. I am not in private practice (0 Respondents / 0%)

Q3. How many hours per week, on average, do you devote to your business?

- A1. 1-20 hours (2 Respondents / 25%)
- A2. 21-40 hours (3 Respondents / 38%)
- A3. 41+ hours (3 Respondents / 38%)
- A4. I am not in private practice (0 Respondents / 0%)

Q4. What developmental season would you say your business is in at this time?

A1. Spring (my business is starting) (4 Respondents / 50%)

A2. Summer (my business is growing) (4 Respondents / 50%)

A3. Autumn (my business has stabilized) (0 Respondents / 0%)

A4. Winter (my business is slowing down) (0 Respondents / 0%)

Q5. Into which of the following categories would you say your client population falls?

A1. I work exclusively with individuals. (1 Respondents / 13%)

A2. I work primarily with individuals and sometimes groups. (6 Respondents / 75%)

A3. I work equally with individuals and groups. (1 Respondents / 13%)

A4. I work primarily with groups and sometimes individuals. (0 Respondents / 0%)

A5. I work exclusively with groups. (0 Respondents / 0%)

A6. I am not in private practice. (0 Respondents / 0%)

Q6. How much ChangeWorks experience have you had to date?

A1. I am trained and certified as a ChangeWorks Professional but I am not an active user of the ChangeWorks System. (1 Respondents / 13%)

A2. I have attended some ChangeWorks training but I am not certified as a ChangeWorks Professional. (2 Respondents / 25%)

A3. I have not participated in any ChangeWorks training but I have completed a ChangeGrid before. (1 Respondents / 13%)

A4. I have no prior experience with ChangeWorks training nor have I completed a ChangeGrid before today. (4 Respondents / 50%)

A5. I am trained and certified as a ChangeWorks Professional and I actively use the ChangeWorks System (0 Respondents / 0%)