# Readiness to Change

**Importance Ruler**  
This side of the Readiness Ruler is designed to help people express in their own words their desire, ability, reasons, and need for change. Below are some examples of what you might hear:

* Desire ("I'd like to ...")
* Ability ("I could ...")
* Reasons ("It's important because ...")
* Need ("I have to ...")

0 5 10

No importance Some Very

**Confidence Ruler**  
This side of the Readiness Ruler is designed to help people express their own intention, commitment, readiness, and willingness to change. It may also help people talk about the small steps they are already taking. Below are some examples of what you might hear:

* Commitment ("I will ...")
* Activation ("I'm ready to ...")
* Taking steps ("I've tried ...," "I am doing ...")
* Evidence Based

0 5 10

No Confidence Some Very

Scores of 7 or more are a good sign of readiness to change. Lower scores might cause you to question whether this is the right change to be making for this team.