

## ADKAR Change Model



The ADKAR Model is helpful to facilitate change whether you are the target of the change or if you are the one wanting to make change happen.

ADKAR Stage	Considerations
<b>Awareness</b> of the need for change	<ul style="list-style-type: none"><li>• What is the nature of the change?</li><li>• Why is the change needed?</li><li>• What is the risk of not changing?</li></ul>
<b>Desire</b> to make the change happen	<ul style="list-style-type: none"><li>• What's in it for me?</li><li>• A personal choice</li><li>• A decision to engage and participate</li></ul>
<b>Knowledge</b> about how to change	<ul style="list-style-type: none"><li>• Understanding how to change</li><li>• Training on new processes and tools</li><li>• Learning new skills</li></ul>
<b>Ability</b> to implement new skills and behaviors	<ul style="list-style-type: none"><li>• The demonstrated capability to implement change</li><li>• Achievement of the desired change in performance or behavior</li></ul>
<b>Reinforcement</b> to retain the change once it's made	<ul style="list-style-type: none"><li>• Actions that increase the likelihood that a change will be continued</li><li>• Recognition and rewards that sustain the change</li></ul>

### The Barrier Point

The barrier point is the first area that needs to be addressed in order for the change to be successful. To identify the barrier point, rate the individual for each of the five stages above on a scale of 1 to 5, with 1 being low and 5 being high. The first stage with a score of 3 or below in the ADKAR Model is referred to as the barrier point to change.

Once the barrier point is identified, you can begin to constructively address that stage and make further progress on the change.

Source: [Prosci Inc.](#)