

# *Recalculating!*



# Change Style Indicator



# Change Style Indicator (CSI)

**The CSI is a continuum-based model  
divided into three styles:**

**CONSERVER**

**PRAGMATIST**

**ORIGINATOR**

# What does the CSI Measure?

**The Change Style Indicator measures individual style in approaching change and situations involving change.**

# Change Style Facts

- **Change style reflects aspects of personality or neurological preferences – like right or left handedness**
- **Scores do not indicate effectiveness at utilizing a preferred style**
- **There is no right or wrong, better or worse, style**

# **Understanding your CSI score will help you to:**

- **Manage your response to change**
- **Recognize and appreciate the contributions that each change style offers**
- **Increase productivity through effective responses to change style differences**
- **Understand potential for conflict**

# CONSERVERS

## Style Characteristics

- **Appear disciplined, precise, methodical and cautious**
- **Prefer solutions that are tested and proven**
- **Accept conventional assumptions**
- **Enjoy predictability**
- **May confuse the means with the end**

# ORIGINATORS

## Style Characteristics

- **Appear undisciplined, disorganized, abstract and spontaneous**
- **Prefer quick and expansive change**
- **Challenge assumptions and enjoy risks**
- **May treat policies and procedures with little regard**
- **Provide future-orientated insights and vision for the organization**



# PRAGMATISTS

## Style Characteristics

- **Appear practical, agreeable and flexible**
- **Are more focused on results than the process utilized**
- **Serve as mediators**
- **See both sides of an argument**
- **May take a middle-of-the road approach**

# Conservers see Originators as:

- **Alive with new ideas, projects and activities**
- **Key to future organizational success**
- **Catalysts for change and risk taking**
- **Interesting and never dull or boring**
- **Disrespectful of tradition and history**
- **Potentially disruptive and generating turbulence in the workplace**
- **Wanting change for the sake of change**

# Conservers and Originators see Pragmatist as:

- Encouraging of cooperation and compromise in order to solve problems
- Realistic and practical
- Draw people together around a common purpose or goal
- Mediating
- At times indecisive and undirected
- Noncommittal and easily influenced

# Originators see Conservers as:

- A key element of institutional stability
- A good balance when sounding ideas
- Reliable; attentive to detail and follow through
- Sometimes being too dogmatic
- Compliant to authority
- Stuck within the system
- Defenders of the status quo

# Where do you see yourself?

## CHANGE STYLE CONTINUUM

