

## **WGU C208 Assessment V2 Change Management and Innovation Questions and Answers (2023 – 2024)**

Which of the following does not characterize the management style known as empowerment?

**Reliance on hierarchy**

Which stage in Kurt Lewin's change model involves changes being institutionalized in the corporate culture?

**Refreezing**

What is the first step in John Kotter's eight-step process for transformational change?

**Establish a sense of urgency**

Which of the following is not an explanation for why people resist change at work?

**Management has explained and demonstrated the need for change.**

Why does John Kotter advocate creating "short-term wins" in his eight-step process for change?

**They help to create a feeling of progress as well as an opportunity to reward employees**

The development of the Internet is an example of - **radical innovation**

Which stage in Kurt Lewin's change model involves people employing new skills and attitudes and being rewarded by the organization for doing so?

**Refreezing**

Which of the following is not one of the four stages of change in the Black and Gregersen model?

**Do the new right thing, and do it fairly well at first**

Sustaining organizational change through continued focus occurs during which step in the ADKAR model?

**Reinforcement**

A manager who is comfortable with risk will be more likely to lead which sort of change effort?

**Revolutionary**

The third step of the Cisco Change Roadmap (CCR) is **Manage**

Lower and middle-level managers are generally not tasked with leading which of the following kinds of change?

**Invention of new organizational missions or economic models**

# Wgu Readiness Assessment Answers

**Liyong Dong**

A red circular graphic with a gradient, appearing as a partial circle or a thick curved line, located to the right of the name bar.

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