

# Congratulations! You passed!

TO PASS 80% or higher

Keep Learning

GRADE  
90%

## Introduction to Change Module Review

LATEST SUBMISSION GRADE

90%

1. What is change?

1 / 1 point

- ☒ Change is a process of becoming different
- ☐ Change is the act of applying force
- ☐ Change is a process of being static



Correct

That's correct! Change is a process of becoming different.

2. Name four levels of change intensity.

1 / 1 point

☒ significant



Correct



☐ mild

☒ extreme

Correct

☒ minor

Correct

☐ difficult

☒ moderate

Correct

☐ medium

3. True or False

1 / 1 point

The main reason behind change acceleration in the last 30 years is the adoption of the Internet.

☐ False

☒ True



**Correct**

That's correct! Mass adoption of the Internet has created instant informational connectivity and democratization of the information. We can share ideas, and communicate in real time across the globe.

4. What are the three main features of transformation?

**1 / 1 point**

- ☐ It is intentional, prolonged, radical, and it has no resemblance to the past
- ☐ It is international, prolific, radical and it has no resemblance to the past
- ☒ It is intentional, profound, radical, and it has no resemblance to the past



**Correct**

That's correct! Transformation is intentional, profound, radical, and it does not resemble the past

5. The main focus of this specialization is agile transformation. What is agile transformation?

**1 / 1 point**

- ☒ It is a process of becoming mentally and emotionally resilient when dealing with change.
- ☐ It is a process of learning how to react to change.
- ☐ It is a process of learning agile project management.



**Correct**

That's correct! Though this specialization change will become your new superpower. You will build a practice that will allow you to become truly unshakable in the face of change.

6. Why did change management theories emerge?

1 / 1 point

- ☒ To combat low change success rates and natural resistance to change.
- ☐ To prevent changes in organization
- ☐ To combat low change success rates and natural excitement for change.



**Correct**

That's correct! Change management theories emerged to help organizations be more successful with change and to manage natural human change resistance.

7. What are the benefits of applying change management theories?

1 / 1 point

- ☐ They offer training on change to management.
- ☒ They give you a roadmap and tools for dealing with change resistance.
- ☐ They tell us that consultants are the best resource when dealing with organizational changes.



**Correct**

That's correct! Every change management theory provides a unique structured framework of approaching changes within an organization. They also help overcome change resistance.

8. Why do people resist change?

1 / 1 point

- ☐ Change activates our seeking system, which makes us too happy.

- ☐ Change activates prefrontal cortex, which is responsible for activating our fear system.
- ☒ Change activates a flight or flight response in the brain, which activates our fear system.

 **Correct**

That's correct! Change creates uncertainty. Uncertainty activates amygdala in the brain. When there is uncertainty in the environment, our brain is preparing us for survival.

9. What are the two theories that explain change adoption and resistance?

**1 / 1 point**

- ☒ Theory of Adoption and Theory of Transition
- ☐ Theory of Adoption and Theory of Resistance
- ☐ Theory of Transition and Theory of Change

 **Correct**

That's correct!

10. What are the main stages of human response to change according to the theory of Transition?

**0 / 1 point**

- ☐ Reflection, Reorientation, and Recommitment
- ☒ Reconciliation, Reorientation, and Reconditioning
- ☐ Reconciliation, Reorientation, and Recommitment

**Incorrect**



Incorrect. Review Lesson 4.