



Sample Transition Outcome Indicators

Transition Outcome Indicators provide a means to measuring both qualitatively and quantitatively the progress you are making toward your intended outcome.

Below are some examples of transition outcome indicators that have been used:

Transition Outcome Indicator	Sample
<p>Behaviour that will be seen as people make progress toward the intended outcome</p>	<ul style="list-style-type: none"> • Data is entered in real time and not at the end of their shift • Employees using the new software, problem solve when difficulties of arise (instead of not using)
<p>Attribute – a characteristic of the change-recipients that demonstrates progress toward the intended outcome</p>	<ul style="list-style-type: none"> • Leaders demonstrate awareness of how their actions affect their colleagues and employees • Employees demonstrate flexibility as they learn the new system
<p>Structure – the organizational structures that will demonstrate progress toward the intended outcome</p>	<ul style="list-style-type: none"> • The roles and responsibilities of each team member has been documented • There is a regular review of all processes with a criteria to evaluate
<p>Communication -- the conversations/language used by the change-recipients to demonstrate progress toward intended outcome</p>	<ul style="list-style-type: none"> • Employees refer to themselves as employed by the new organization • Employees talk about the need for the change