



THE FOUR ROOMS OF CHANGE

The Organizational Barometer©

The Organizational Barometer© is not a traditional organizational climate survey as it does not try and describe or assess the organizational culture. Instead it is a dynamic real-time diagnosis of individuals/teams/organizations current thinking around change, need for change and change readiness. Experienced problems and needs are identified and become the basis for group and organizational dialog and the creation of specific action plans. Often these actions can then be implemented immediately as part of a "Real Time Strategic Change" intervention since all those affected are involved in the process.

The Organizational Barometer© is derived from the theory of The Four Rooms of Change® which was developed by the Swedish psychologist, Claes Janssen, in the late 60s and early 70s as part of his groundbreaking research on individual and collective self-censorship and defense mechanisms. The Four Rooms of Change is a theory that deals with change, with what happens with people and organizations in change and transition and with how they can influence the change process.

The four rooms - or psychological states of mind – are known as Contentment, Self-Censorship and Denial, Confusion and Conflict and Inspiration and Renewal.



Claes Janssen has now been working with Bengt Lindstrom of Ander & Lindstrom Partners since 1993 to develop and customize a number of practical and user-friendly diagnostic tools to build self-awareness in a variety of settings including the Organizational Barometer©. Since 1998 Drusilla Copeland of Ander & Lindstrom Partners has been working with Claes Janssen and Bengt Lindstrom also in the continued development of the Organizational Barometer for worldwide use.

The tool can be used at the group and organizational level to identify issues and to find ways of handling them. It allows you to measure the climate for change within your organization and create a common language for group and organizational dialog. The Organizational Barometer© may only be administered by a certified facilitator who has gone through a rigorous training program and is committed to applying the tool in an ethical way. For more information on the Four Rooms of Change® and the Organizational Barometer© please go to www.fourroomsofchange.com.au .

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