

What is a Change Agent?

Individuals who have a specific vision they wish to share, who are able to work toward long-term solutions to significant problems, and who can mobilize a system and motivate others to work for and contribute to the change.

All of these are a part of being a **Change Agent**. And **Change Agents** often must assume different roles at different times.

These are some of the characteristics that help us act as **Change Agents**. A **Change Agent**:

- Is technically and interpersonally competent to diagnose problems, counsel, coach, and train others.
- Is honest, realistic, and objective.
- Is skilled at helping others identify and solve problems.
- Listens with understanding and empathy.
- Is goal oriented and expects goals to be accomplished.
- Receives feedback on self and programs.
- Is good at encouraging others ... expects them to succeed.
- Is open with others, open to the ideas of others, and open with own motives and objectives.
- Practices what is preached
- Doesn't force own ideas and values on others.
- Is interested in solving problems, not criticizing or judging.
- Checks out information thoroughly before making conclusions.
- Is good at conceptualizing.
- Is effective and calm under stress.
- Handles defeat, frustration, conflict, and discouragement effectively.
- Is personally stable, healthy, growing, and most of all, human!