

Stages of Concern

**I
M
P
A
C
T**

Refocusing: I have some ideas about something that would work even better.

Collaboration: I am concerned about relating what I am doing with what other instructors are doing.

Consequence: How is my use affecting kids?

**T
A
S
K**

Management: I seem to be spending all my time in getting material ready.

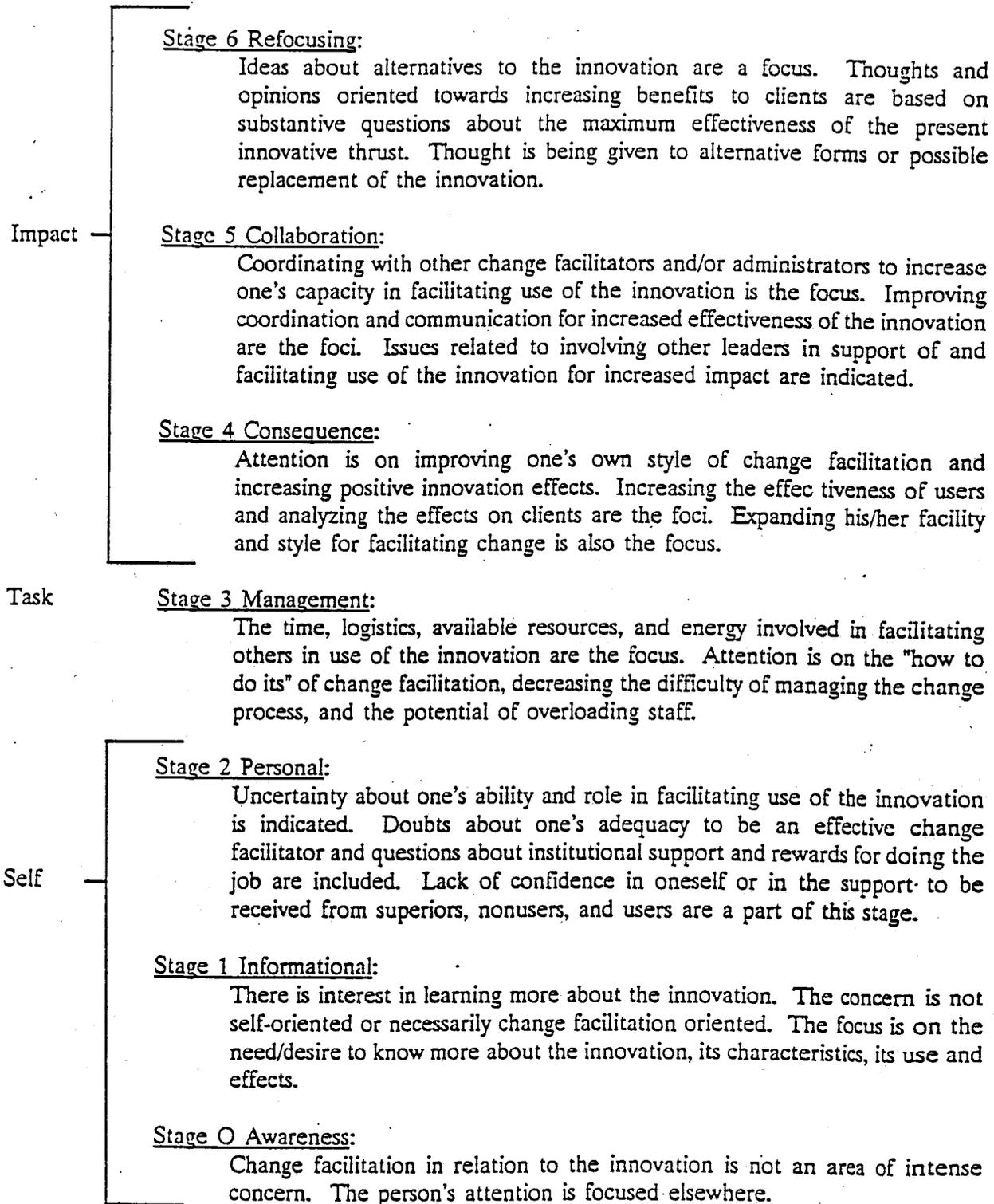
**S
E
L
F**

Personal: How will using it affect me?

Informational: I would like to know more about it.

Awareness: I am not concerned about it (the innovation).

Definitions: Change Facilitator Stages of Concern



Reference:

Hall, G.E., Newlove, B.W., George, A.A., Rutherford, W.L. & Hord, S.M. (1990). Measuring change facilitator stages of concern: A manual for use of the CFSOC questionnaire. Greeley: Center for Research on Teaching and Learning, The University of Northern Colorado.
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