



1

Describe the proposed change at the top.

2

Make a list of Roses: things perceived as benefits or positive outcomes of the proposed change.

3

Next, make a list of Thorns: things perceived as negative about the proposed change.

4

Finally, brainstorm some possible Buds: ideas on how to help make the change successful.

PROPOSED CHANGE:



ROSE

What will be **positive** about this change for the organization?



THORN

What **challenges** will this change present to the organization?



BUD

What are your ideas of how we might support the **successful growth** of this change?