Questions to consider when implementing change.

What are you hoping to achieve with this change?

What's in it for me?

What were you thinking of?

What will be different at the end?

What can I do to help?

What issue are you trying to address with this change?

What else have you considered before landing on this idea?

What could go wrong?

What will change look like when we get there?

What obstacles do you expect to encounter?

Why now / me / here / this change?

Why change at all?

Why did no one consider my idea / feelings?

Why wasn't I consulted?

Why do I have to do this?

Why isn't someone else involved?

Why can't someone else do it?

Why wasn't this communicated sooner?

Why is the plan lacking detail?

Why have we / not consulted external bodies?

Why can't you share the reasons?

Why is this this best change to make?

Why are we spending money on this?

Who leads the change?

Who is affected?

Who do I speak to?

Who are the stakeholders?

Who campions this

Who can I consult?

Who is responsible?

Who needs to be informed?

Who made this decision?

Who decides on further change?

Who decides when it is done?

Who else does this affect?

Who do I go to for help?

Who is on my shift / team?

Who decides what's good enough?

When will it start?

When will it finish?

When will it impact me?

When will we be consulted?

When will we see the benefits?

When will you need me?

When will budget / team / resources be defined?

When do we see the plan?

When will we know it has been successful?

When is it appropriate to challenge this?

When will we know it is over?

When did we decide to make the change?

When will others be impacted?

When will we realise this is a bad idea?

When can I get involved?

Where did this come from?

Where are we going?

Where is the location of change – team / dept / suite / country?

Where will we be at the end?

Where can I find more information?

Where should I be?

Where do I fit in?

Where will procedures / resources be held?

Where do we expect to be in 12 months' time?

Where are the leaders?

Where will this be documented?

Where are the rest of the team?

Where will further discussions be held?

Where can I go for support?

How come this is the first I have heard of it?

How was this decision made?

How is this legal?

How many times have we heard this before?

How will we know it's effective?

How much will it cost.

How long will it take to implement?

How long will it last?

How will it benefit me / the company?

How will it impact me / others?

How many people will it impact?

How will it be communicated?

How is it being implemented?

How can I help bring about this change?

How will we know when it's complete?

How do we know it it's the right thing?

How are people being supported through this change?

How will this be different to other changes?

How did we end up here?

How can we manage expectations?