

THE

“WHINY LITTLE BITCH” ASSESSMENT

How ready are you, how loudly do you resist, and how curious can you remain?

CHANGE READINESS	COMPLAINT REFLEX	CURIOSITY
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A blunt instrument for honest reflection—not a license to insult coworkers.

The title is deliberately provocative. The useful part is what comes next: distinguishing readiness, repetitive complaining, and the curiosity required to move through uncertainty.

How to Take It

Rate each statement based on how you typically respond when a meaningful change is announced—not how you behave on your best day.

1	2	3	4	5
Strongly disagree	Disagree	Sometimes / unsure	Agree	Strongly agree

Before You Score

- Answer fast. Your first reaction is usually more accurate than your polished explanation.
- Rate behavior, not intention. “I meant to be supportive” does not erase six weeks of eye-rolling.
- Curiosity is not agreement. You can challenge a change while remaining open to learning.
- Complaining is not automatically bad. Unfocused, repetitive complaining that produces no useful action is the issue.

Section A — Change Readiness

Statement	1	2	3	4	5
1. I can explain why the change is needed, even when I did not choose it.	☐	☐	☐	☐	☐
2. I ask clarifying questions before deciding the change is stupid.	☐	☐	☐	☐	☐
3. I am willing to test a new approach before demanding proof that it will work perfectly.	☐	☐	☐	☐	☐
4. I can let go of a familiar process when a better one becomes available.	☐	☐	☐	☐	☐
5. I adjust my priorities when the organization changes direction.	☐	☐	☐	☐	☐
6. I look for what I can influence instead of obsessing over what I cannot control.	☐	☐	☐	☐	☐
7. I help others move forward without pretending the change is effortless.	☐	☐	☐	☐	☐
8. I turn uncertainty into specific questions, experiments, or next steps.	☐	☐	☐	☐	☐

A TOTAL: ____ / 40

Complaint Reflex — Section B

Statement	1	2	3	4	5
9. My first response to a change is to list everything that could go wrong.	☐	☐	☐	☐	☐
10. I repeatedly complain about the same issue without proposing a workable next step.	☐	☐	☐	☐	☐
11. I recruit other people into my frustration before speaking with someone who can help.	☐	☐	☐	☐	☐
12. I treat inconvenience as evidence that the change itself is a bad idea.	☐	☐	☐	☐	☐
13. I use sarcasm, eye-rolling, side conversations, or “jokes” to signal resistance.	☐	☐	☐	☐	☐
14. I keep arguing after a decision has been made and my concerns have been heard.	☐	☐	☐	☐	☐
15. I exaggerate the impact of change (“This ruins everything,” “We can’t possibly do this”).	☐	☐	☐	☐	☐
16. I spend more energy narrating the problem than helping solve it.	☐	☐	☐	☐	☐

B TOTAL: ____ / 40

Section C — Curiosity

Statement	1	2	3	4	5
17. I ask questions to understand the reason for the change before judging it.	☐	☐	☐	☐	☐
18. I am genuinely interested in what the new approach could make possible.	☐	☐	☐	☐	☐
19. I seek perspectives from people who see the change differently than I do.	☐	☐	☐	☐	☐
20. I can hold my assumptions lightly when new evidence appears.	☐	☐	☐	☐	☐
21. I explore how the change may affect customers, coworkers, and the larger system.	☐	☐	☐	☐	☐
22. I ask questions that challenge my own assumptions, not only other people’s ideas.	☐	☐	☐	☐	☐
23. I turn uncertainty into specific questions, experiments, or learning goals.	☐	☐	☐	☐	☐
24. I look for useful information instead of only collecting evidence that confirms my concerns.	☐	☐	☐	☐	☐

C TOTAL: ____ / 40

Turn the Score Into Action

If this is your issue...	Do this in the next 48 hours	Use this sentence
Low readiness	Name the loss, risk, or uncertainty underneath your resistance. Ask one real question.	“I’m struggling with __ because __. What I need to understand is __.”
High complaint reflex	Use a one-complaint/one-proposal rule. No repeat venting without new facts or action.	“Here is the risk I see, the evidence I have, and one option I recommend.”
Low curiosity	Ask a question that could genuinely change your view. Seek one perspective you have not considered.	“My current assumption is __. What might I be missing?”
All three	Schedule a direct conversation with your leader or change owner and leave with one decision.	“I want to help this succeed. Here is what I can own and what needs resolution.”

My Commitment

The behavior I will stop:

The question I will ask:

The tradeoff or support I will request:

The action I will own:

BOTTOM LINE: You are allowed to dislike change. You are not required to agree. You are expected to stay curious and avoid making everyone else carry your unprocessed reaction indefinitely.