

# Transformative Change Adoption and Adaptation Worksheet

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The purpose of this tool is help teams identify key elements of the innovation that may be adapted in new environment(s) and the partners who will aid in scaling the innovation. Schorr (2012) and others advise that in order for innovations to successfully scale they must strategically adapt to new locations where they are implemented.

This tool is associated with the following guiding principle:

*Scaling of transformative change will occur if **adoption and adaptation** honor and influence the culture of the settings involved.*

Record the innovation(s) your team has chosen to scale.


See: Schorr, L. (2012, Fall). *Broader evidence for bigger impact*. Stanford Social Innovation Review. Retrieved from [http://www.ssireview.org/articles/entry/broader\\_evidence\\_for\\_bigger\\_impact](http://www.ssireview.org/articles/entry/broader_evidence_for_bigger_impact)



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## Section One – Adoption and Adaptation

**Directions for completion:** *(Make a copy of this sheet to be completed for each innovation that is being considered to scale.)*

- **Key aspects of the innovation:** List the key aspects of the innovation as determined on your Scaling Opportunities Worksheet.
- **Adoption potential:** For each aspect, provide the core element(s) of the innovation that could be adopted without much alteration.
- **Anticipated Adaptation:** Record anticipated changes that will be needed to adapt the innovation to a new context.

Key Aspects of the Innovation	Core Elements for Adoption	Anticipated Adaptation



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## Section Two – Scaling Partners

**Directions for completion:** *(Complete this sheet for each innovation being considered for scaling.)*

- **Scaling Partners:** Describe the partners needed to facilitate the transfer of the innovation to your Scaling Target (those who may be external to your effort but connected to innovation and to the target).
- **Potential Contributions:** Describe what this partner will contribute that will enable the transfer.
- **Motivation:** What value will the partner derive from participating in the scaling process?

Scaling Partners	Potential Contributions	Motivation



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