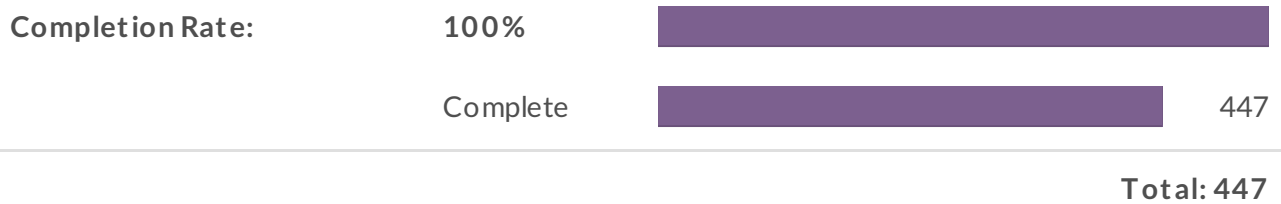
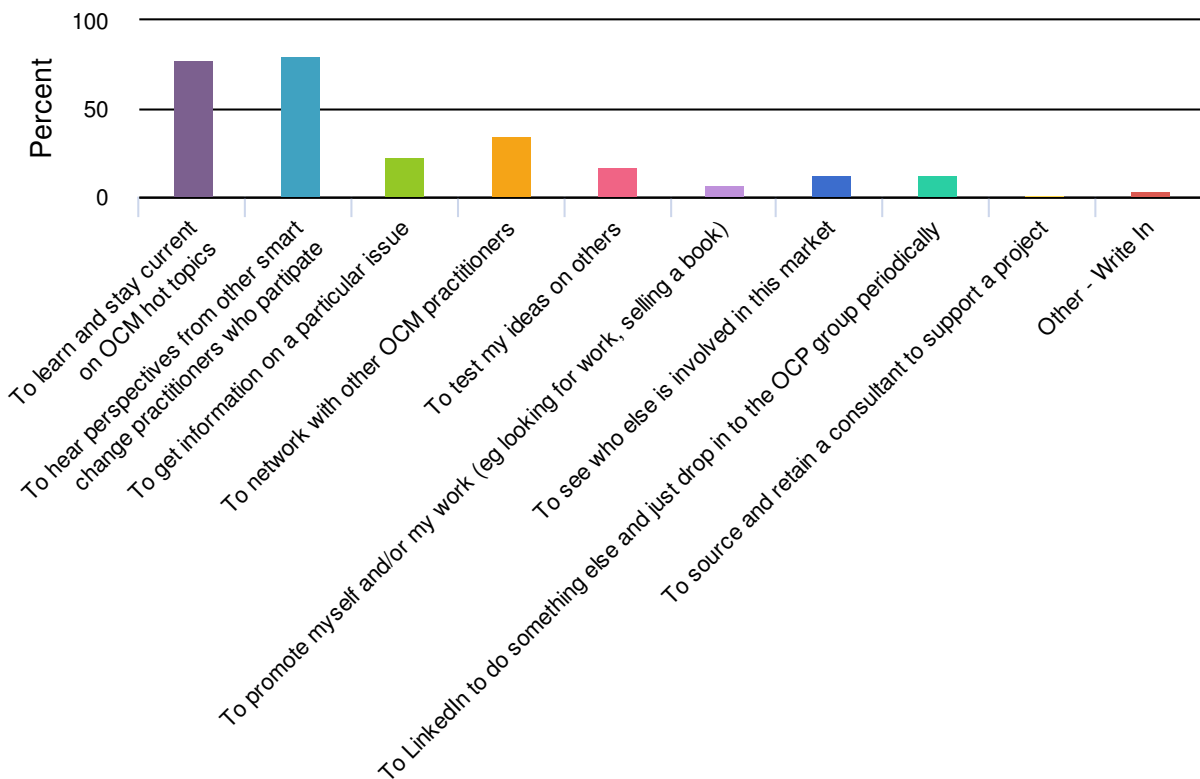












# Report for 2017 OCP LinkedIn Group Feedback Survey

## Response Counts



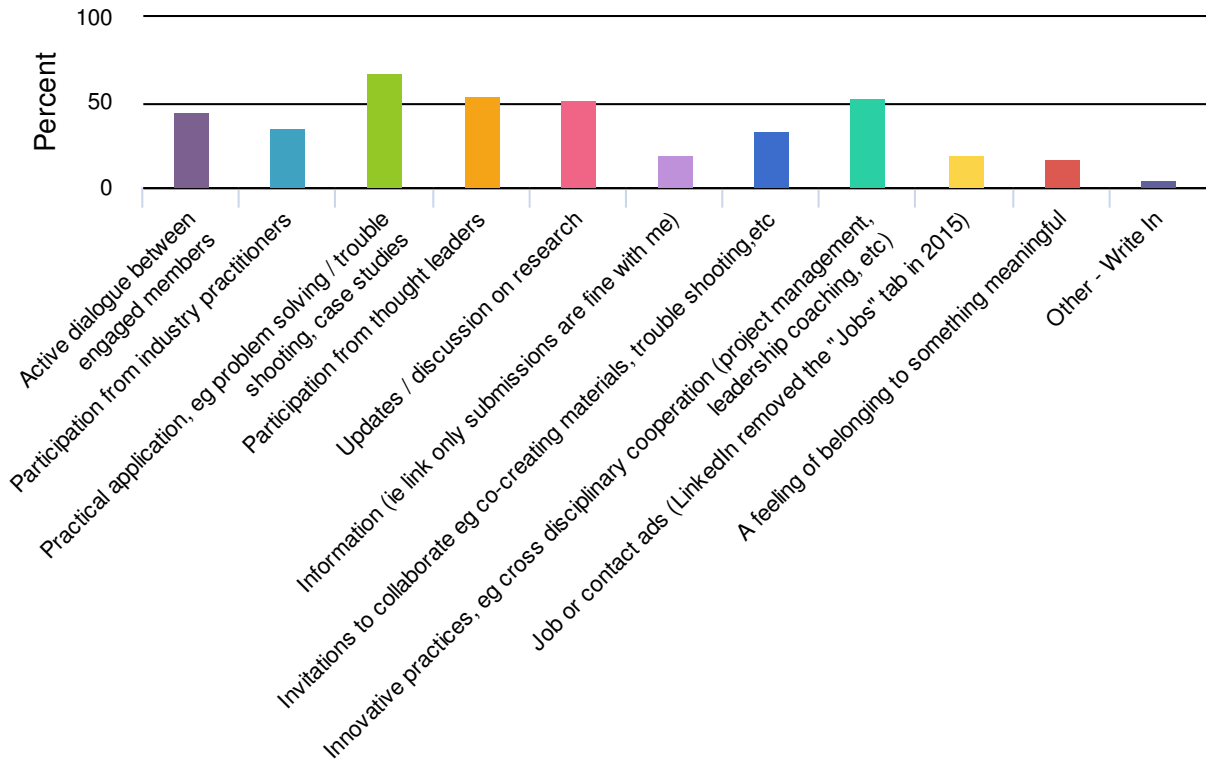
## 1. Why do you come to the OCP Group? (Please check all that apply.)




Value		Percent	Responses
To learn and stay current on OCM hot topics		77.4%	346
To hear perspectives from other smart change practitioners who partipate		80.8%	361
To get information on a particular issue		22.8%	102
To network with other OCM practitioners		34.5%	154
To test my ideas on others		17.0%	76
To promote myself and/or my work (eg looking for work, selling a book)		6.9%	31
To see who else is involved in this market		12.3%	55
To LinkedIn to do something else and just drop in to the OCP group periodically		12.8%	57
To source and retain a consultant to support a project		1.3%	6
Other - Write In		3.6%	16

Other - Write In	Count
Answer question: "Is there a future for OCM?"	1
Consider how Hot Topics fit into longer term trends, as well as best practices from the past and present.	1
I have never used the group (but keep thinking that I will some day).	1
I have not been using, but should because of most of above	1
I just discovered the group.	1
I just joined the group this week to learn more about the practice and what others are experiencing.	1
In the second statement "participate" is spelled incorrectly	1
It's interesting!	1
Rarely do	1
The reminders and links help to remind me to check in on this group.	1
There are almost 60,000 members - if even a fraction of this number could connect and collaborate, we could change how change is done and make a real impact on how many, many people experience change and work i.e., a challenge to prescribed, outdated methods that associations push at us all. But there isn't this type of drive or at least collaboration in the group - which is disappointing	1
To access global perspectives on change and change management	1
To exchange perspectives with like minded individuals	1
To get work	1
To stay current on org change initiatives amongst others involved in the work	1
Total	15

## 2. What would you like to see more of in this group? (Please check all that apply.)



Value		Percent	Responses
Active dialogue between engaged members		44.6%	199
Participation from industry practitioners		35.2%	157
Practical application, eg problem solving / trouble shooting, case studies		67.7%	302
Participation from thought leaders		54.5%	243
Updates / discussion on research		52.2%	233
Information (ie link only submissions are fine with me)		18.8%	84
Invitations to collaborate eg co-creating materials, trouble shooting,etc		33.6%	150
Innovative practices, eg cross disciplinary cooperation (project management, leadership coaching, etc)		52.9%	236
Job or contact ads (LinkedIn removed the "Jobs" tab in 2015)		18.8%	84
A feeling of belonging to something meaningful		16.4%	73
Other - Write In		5.2%	23

Other - Write In	Count
1) quick success stories; 2) less general article reposts; 3) have the 'most active' post occupy the first spot each week.	1
Application of Organization Change change strategies in nonprofits and community change.	1
Collaboration on projects with consultants.	1
Critical evaluation of CM practices and tool, underpinned by research.	1
Good dialogue occurs now that succeeds in doing many of the above choices - I have not participated much at all regrettably!	1
Total	23

Other - Write In	Count
Hanging out with others who realize that change doesn't just happen	1
I'm too new to the group to have an opinion.	1
In fact, I think the group has many active participants, compared to others...	1
I'm new to the group, no opinion yet	1
Less garbage and silly requests showing the person hasn't done their own thinking.	1
Less ideologies more research	1
More novel thought. It's very very repetitive at times. I'd like to see people who consistently not facilitate discussion be held accountable rather than them keep pushing their own material all the time.	1
No link only posts please they are a complete pain	1
Practical adaptation to accommodate future trends eg. agile methodology. Active engagement in groups e.g. bi annual - group case study	1
Share tools, techniques, and resources	1
Some focus on emerging change mechanisms from behavioural economics (e.g. nudge theory), narrative applications especially the listening side, e.g. anecdote circles ...	1
Something like a "hot topic of the month" that everyone can weigh in on and comment. It would be a regular expected post, but not more often than monthly. Something meaty, that folks could sink their teeth into.	1
best practice tools, examples	1
cooperative outputs	1
discussions acknowledging and exploring the overlaps, disconnects, and boundaries between CM and other related practice areas (like OD, IOP)	1
more soulful content - bringing humanity back into the work place	1
no comment	1
Total	23

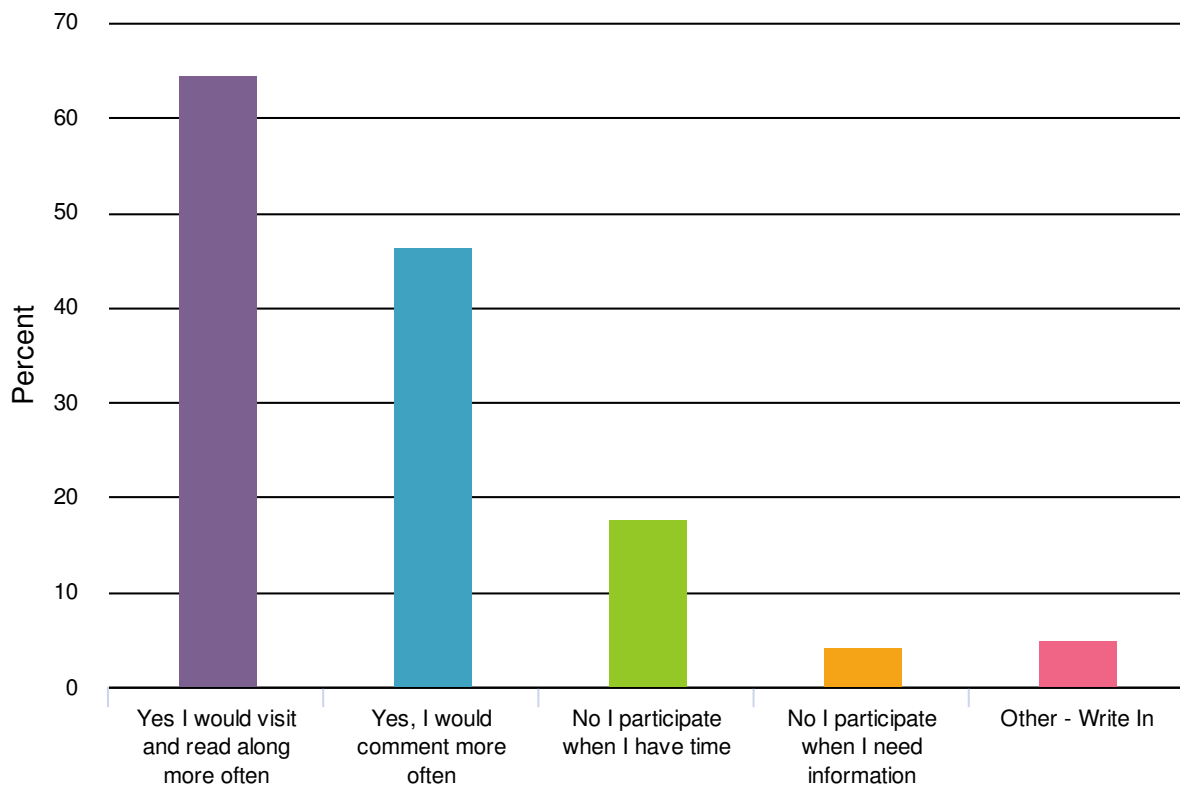
## Other - Write In






Count

this has to do with dialogue and may not work given LinkedIn constraints. Discussion comments used to be longer and allowed for editing (for a few minutes). This led to a lot of deeper and more interactive conversation and dealing with actual complexity of situations. Today, it's quick comments. Some are profound, most are sentence or so so there is no real deepening of knowledge. I'd like to see comments be longer for "proxy" conversations in which commenters can learn from each other, not just a triggering discussion topic or article.

Total 23

3. If we published more of the content in question 2, would you participate significantly more? (Please check all that apply.)



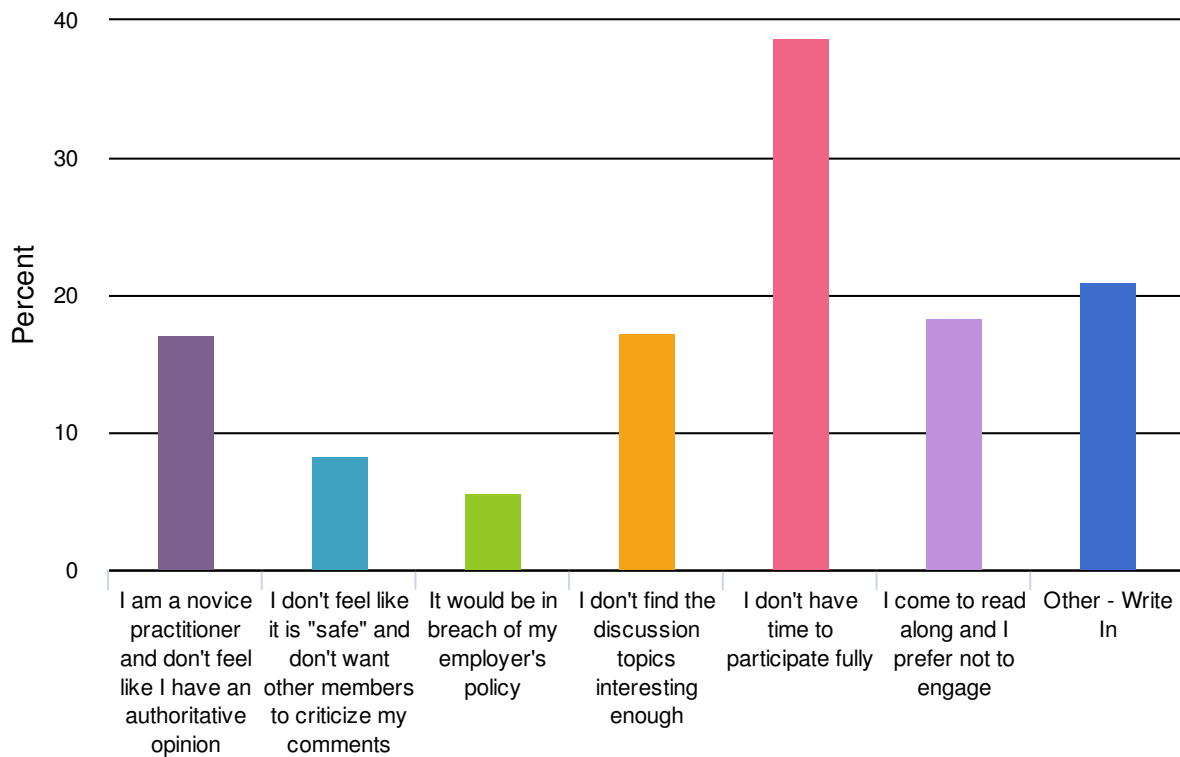
Value		Percent	Responses
Yes I would visit and read along more often		64.6%	287
Yes, I would comment more often		46.4%	206
No I participate when I have time		17.8%	79
No I participate when I need information		4.3%	19
Other - Write In		5.0%	22

Other - Write In	Count
Bad question format! No option for "I read regularly and would continue to do so." (What may change is amount of time I spend)	1
Entirely dependent on the quality (as opposed to volume) of the content...	1
I get tired of everyone trying to sell their approach and ignoring others' contributions. I would participate more if there was more professional exchange(s) of views, experience, and information	1
I participate based on what the topic of my current assignment is. I was less engaged in OCM last 2 years abut will be again so will be more active	1
I really don't know	1
I use to participate actively in all my groups, otherwise I wouldn't participate	1
I used to participate almost daily and somehow got disconnected years ago. Glad I got this email about the survey.	1
I would visit and read more often if there was some alert or notification that something was happening	1
I'd try !	1
It depends on subjects, more doesn't mean quality of content or more time available for reading or discussing.	1
Maybe, depends on type of project I am working on - not always change management	1
Total	20



Other - Write In	Count
No, I participate when I feel I can contribute	1
Not sure.	1
Often bored sifting through irrelevant repetitive discussions	1
Sometimes yes, sometimes no	1
The issue is LinkedIn not advising when there is new updates...	1
You are making a huge assumption about what "participation" means. To you , it seems to mean comment and dialog. To me it means browse and read. Don't assume my lack of commentary (much of which seems frivolous to me) means I am not engaged. I AM engaged - but engaged differently than others. Typing "I agree!" doesn't make me more engaged.	1
depends on the content	1
would contribute as an author	1
yes, when time allows	1
Total	20

4. If you read along but never comment, why is that? (Please check all that apply.)



Value	Percent	Responses
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I am a novice practitioner and don't feel like I have an authoritative opinion	17.1%	70
I don't feel like it is "safe" and don't want other members to criticize my comments	8.3%	34
It would be in breach of my employer's policy	5.6%	23
I don't find the discussion topics interesting enough	17.3%	71
I don't have time to participate fully	38.8%	159
I come to read along and I prefer not to engage	18.3%	75
Other - Write In	21.0%	86

Other - Write In	Count
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Total	84
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Other - Write In	Count
I comment when I think I have something to say that might be useful. A lot of topics are just repetition of accepted (and failed) doctrine and I find that difficult to engage with, but I'm fine with there just being a minority of posts that are relevant to how I see CM.	2
#3 isn't quite accurate, but I do have concern about public sharing of company information. We need to find a way to share best-practice application in a way that is acceptable to companies. The benefit/payback of sharing and exchange is certainly there	1
Always comment on those areas that provoke my interest.	1
As a sole practitioner working with micro and small organisations, the content is often not quite right for me or my clients	1
Because once you start, you can't stop!	1
Browsing and reading IS engaging. Don't assume that choosing not to comment is a statement about level of engagement. We're not all extroverts!	1
Commenting online is not a habit I have established in any domain, not yet at least.	1
Crafting a post well requires significant time, so I do it rarely.	1
Difficulty to have an indepth dialogue and exchange while not having direct contact. Risk for superficial statements, misinterpretations...	1
Do take part when topic is relevant	1
Don't feel like others care to listen	1
Don't feel the need to comment; if I did, I would	1
English is not my mother tongue	1
English is not my mother-tongue language. I feel difficult to write in English	1
Fear	1
Good question! I rarely participate and don't really know why, since I participate actively in a couple of others.	1
Total	84

Other - Write In	Count
I am often quite surprised at the recurring topics and the many ways to say the same thing. After doing this for over 30 years, I feel that I would spend a lot of time defending my views.	1
I comment	1
I comment but rarely and due to lack of time.	1
I comment freely...	1
I comment when I feel I can add value. Many times someone has already articulated what I would comment. It would be cool if LI would index comments because sometimes it's too time consuming to walk back thru an entire thread.	1
I comment when I feel I have something to say	1
I comment whenever I like.	1
I do comment	1
I do contribute	1
I do not feel that my opinions should be forced on others who may be equally as well qualified as myself	1
I do participate & comment	1
I don't TAKE time to participate fully - my primary work is broad O.D.	1
I don't always have anything to add	1
I don't see enough on my feed to remember to go to the group	1
I don't want to "pile on"	1
I find the topics to be the same old, same old. I keep looking for new approaches but never see them.	1
I have no excuse!	1
I have not been using	1
Total	84

Other - Write In	Count
I learn by reading and thinking. I don't feel moved to express views. I think culturally because people are not appreciative enough	1
I like to share but often without need to add my tuppence worth!	1
I need to spend some time understanding what the guidelines are and haven't found time to do that	1
I only comment when I feel I can add value	1
I only comment when I feel I have something value to add.	1
I only comment when I have something meaningful to add to the conversation. Many times, someone else has already said what I thought. In those cases, I just "like" their comment instead.	1
I only respond when I receive an email	1
I participate according to my time, generally 1x week	1
I participate in threads that engage me in many different forums	1
I participate when the topic is interesting and is open to alternative perspective (i.e. it's not a sales/marketing ploy)	1
I usually comment as I also like to hear from others about my topics	1
I wish posts are more case studies related, less intellectual exchanges in which one sells ones stuff	1
I'm not a classically trained OD professional so my answers tend to be more pragmatic than academic	1
I'm working on a career change and if my current boss saw my comments he might question my dedication and risk my current job.	1
I've been on for a week only.	1
It's difficult to keep up with all the discussions, specially because English is not my native language. But I do read a lot and enjoy!	1
Total	84

Other - Write In	Count
It's quite time consuming reading through a topic and related comments.	1
L	1
Like you, I'm finding that LinkedIn seems to be trying to re-invent itself - but it is hard to understand what it really wants to be!	1
Many of the posts are not posed as questions or considerations but rather just sharing of data. Unless this pertains to me specifically, it doesn't appear relevant. I would like to create a taxonomy of the main topics within Organizational Change that we can regularly highlight and discuss here. I am happy to help put this together.	1
Many of the times posters are raising basic questions that have long since been put to bed or are answered in the basic models and theories put forth by academic researchers and respected foundational practitioners. I'll shoot the next poster who asks or postulates "can we really manage change?"	1
Most are just selling themselves or their company - do not want advertisements	1
My company has strict policy on comments made through social media, so rather than get into trouble, I stay as a read only user.	1
My sense is that many participants consider themselves to be experts and defend their own approaches, not amenable to change - maybe need a dose of Ed Schein's 'humble inquiry'!	1
N/A I comment	1
NA	1
New member	1
New member Haven't as yet participated	1
Not a novice practitioner, but don't feel like I have an authoritative opinion (have seen things done many different ways). Plus, I find many times things do need to be tweaked for my clients depending on needs, circumstances, etc. Practical application is important!	1
Not every discussion needs another opinion.	1
Total	84

Other - Write In	Count
Not fluent in English	1
OCP is not my in my work domain - but I am in IT and am involved in organizational chang on an ongoing basis	1
Questions are often too fundamental or rehash of repeating questions. i.e., can we really manage change?	1
Recently joined- will add content and comment in the future	1
Respond when I have time	1
Some of the issues already have numerous responses that are similar to mine. Some are also apparently phishing for links or people.	1
The topics seem too specific and not relevant to my industry or my concerns as a business consultant helping companies adopt technology.	1
There is not enough interaction among participants.	1
Too many subjects under discussion, Need to group topics for publication weekly. Diversity of topics discussions make focus, followup difficult. So define weekly topics to publish and discuss.	1
i learn more by listening than by "teaching"	1
many responses are self promoting or from novice/inexperienced individuals	1
my english is not good enough	1
na	1
new to this group	1
not always safe to provide "non traditional" inputs	1
only comment if I can add to the discussion	1
others frequently provide the feedback that I would - so I don't feel the need.	1
<b>Total</b>	<b>84</b>

## Other - Write In

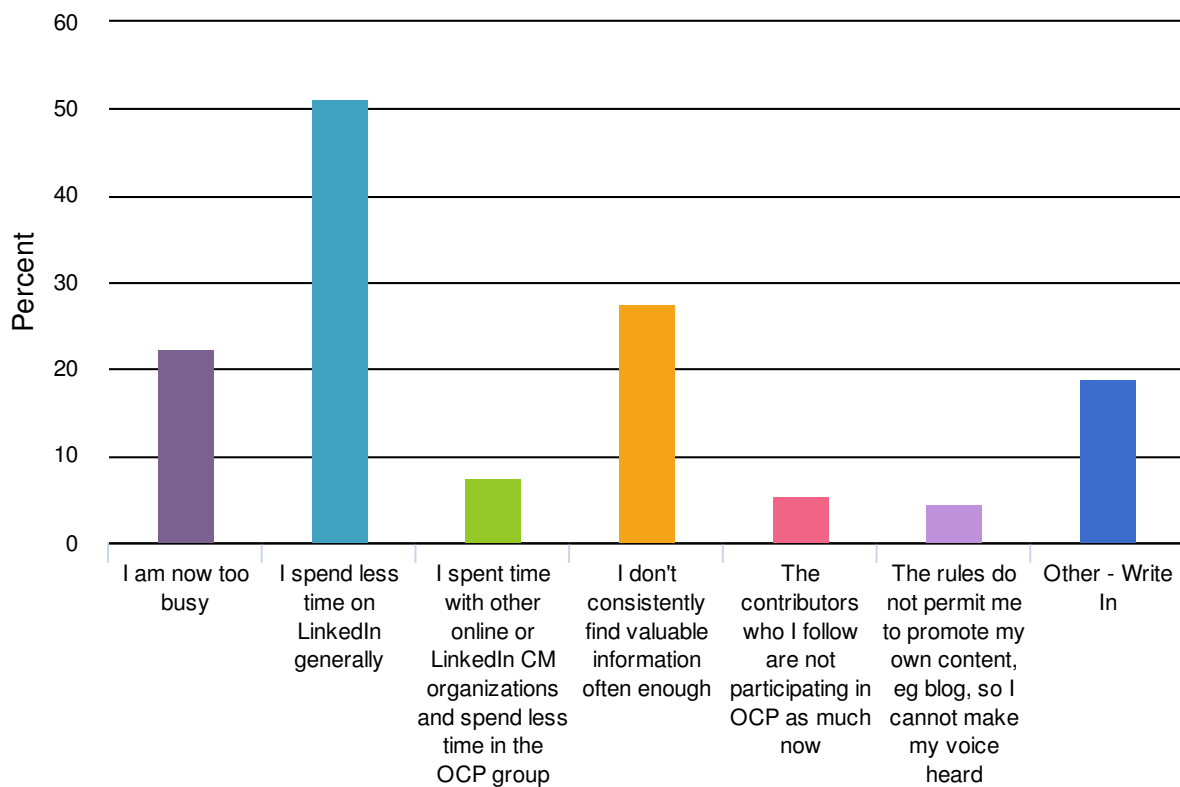
Count

time is an issue - I did for a while and then drifted out and then back in - also LE is not the greatest platform for discussion - their structure serves LE needs more than their participants 1








very often late in the evening and few energy left. I'll try better, because topics are definitely very interesting and up-to-date ! 1

Total 84

5. If your participation in the OCP group has declined, why is that? (Please check all that apply.)





Value		Percent	Responses
I am now too busy		22.5%	84
I spend less time on LinkedIn generally		51.2%	191
I spent time with other online or LinkedIn CM organizations and spend less time in the OCP group		7.5%	28
I don't consistently find valuable information often enough		27.6%	103
The contributors who I follow are not participating in OCP as much now		5.4%	20
The rules do not permit me to promote my own content, eg blog, so I cannot make my voice heard		4.6%	17
Other - Write In		19.0%	71

Other - Write In	Count
Anything from this group is swamped among the other notifications I receive	1
At the moment, I'm less involved with Organisational Change.	1
Being more focused on the amount of time I spend on LinkedIn	1
Has not declined	1
Hasn't declined	1
I am relatively new to the group	1
I am very new to the group. Just finding my way.	1
I don;t want to get caught up in debate with people who see to be promoting themselves.	1
I don't have time to read self promoting comments. NB some comments have been useful but not as often as I would have liked	1
I focus less on CM	1
Total	71

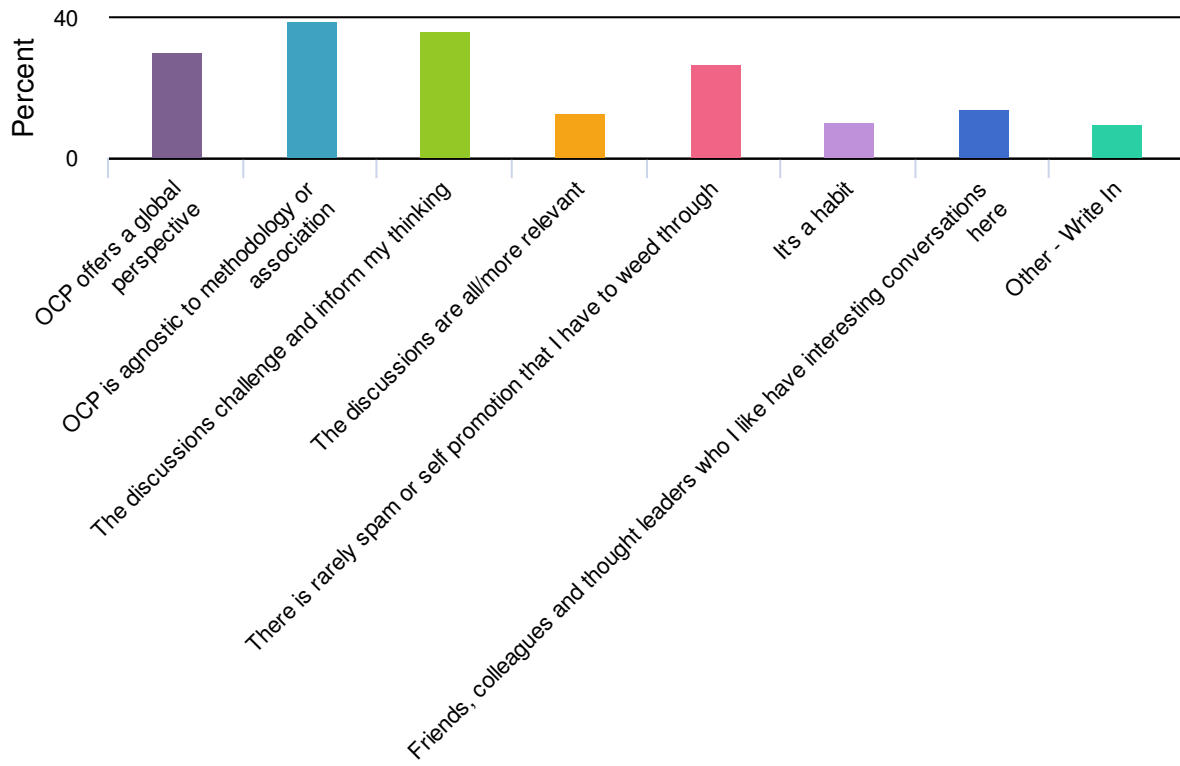
Other - Write In	Count
I found I wasn't getting group digests	1
I just joined this week!	1
I just recently joined	1
I led a start up the past three years and was too busy	1
I need to connect more	1
I need to start using	1
I never downloaded the groups app so the headlines have to catch my eye	1
I read when I get emails from the group through LinkedIn	1
I see OCM and OD as fundamentally different disciplines. I wouldn't look at an OCM forum for OD solutions nor the other way round.	1
I'm less directly involved in Change work	1
I'm not sure if my time has changed or not. I am an independent consultant and I go through phases of being focused on client work and then take a breather after the project and catch up.	1
I'm not sure my participation has declined but I am concerned about so many contributors linking to their own blogs / sites. When it comes to responding / commenting, that phenomenon make commentary irksome.ed by	1
I'm participating in a wider array of collaboration spaces and that spreads my available time more thinly.	1
I'm retired now	1
I'm starting a consulting practice and I feel overly stretched right now.	1
I've been reactive and need to be proactive	1
I've only been on a week	1
It doesn't pop up on my notifications	1
Total	71

Other - Write In	Count
LinkedIn has become too restrictive unless you are a premium subscriber so not on LinkedIn often enough	1
LinkedIn has made it more difficult to engage with groups	1
LinkedIn's functionality makes it awkward. Sometimes I get an email update that has too many topics or they are stale.	1
My participation has always been minimal	1
N/A	1
NA	1
New member	1
New member I don't know	1
New to the group	1
No change	1
No reason - I not sure my business rules display the sites activities accurately	1
Not an EXCHANGE where people partake in discussions - most times people are prompting their particular viewpoint, approach, 'success'	1
Not fluent in English	1
Poor quality now. In the past the discussions were at a much higher level of knowledge and experience. Now just selling	1
Quality of content	1
Reading your posted topics is stressful, time wasting and uncoordinated. Manage this better	1
Retired and drawn into other work	1
Sometimes my views are already mentioned by others	1
Total	71

Other - Write In	Count
The format and access to LI groups has changed too much. of the of the interesting CM posts are in my general feed, as I now am linked or follow the CM professionals I find value in connecting with.	1
There seemed to be less interaction from the United Kingdom	1
Thinking is not enough developed. We are more on a short discussion mode.	1
Too much advocacy, too little enquiry	1
Too much blog promotion, not enough group discussion.	1
Unfortunately discussions are linked to enable responses to sales and or marketing.	1
a general overload of content	1
alot of the discussions tend to recycle / repeat	1
don't find much that's new, too much repackaging .of other ideas..	1
don't visit unless i see a note that prompts me to read a comment or article or question	1
less involved in OCM assignments in the last 2 years	1
myopic discussions O CM is THE singular solution and if only the ill informed, and clueless executive would get it ....	1
n/a	1
na	1
new to this group	1
no alert about new content	1
no change	1
not applicable	1
our work systems are outdated and default to IE, Chrome here doesnt work so well either so I usually only get to read or access linkedin when offsite	1
Total	71

Other - Write In	Count
the application has become less user friendly	1
the content isn't being removed quick enough now. One poster has posted something like 5 or 6 topic starts this week. It's harder to keep track of good discussion.	1
the group is less relevant to my current assignment	1
too much generic content and link only stuff - don't need another feed of the same stuff on my main linkedin page	1
too much self promotion	1
too much self promotion and trojan horse marketing	1
Total	71

6. If you follow other change management groups (either online or in person) why do you also follow OCP? (Please check all that apply.)



Value	Percent	Responses
OCP offers a global perspective	30.6%	118
OCP is agnostic to methodology or association	39.5%	152
The discussions challenge and inform my thinking	36.6%	141
The discussions are all/more relevant	13.2%	51
There is rarely spam or self promotion that I have to weed through	27.3%	105
It's a habit	10.4%	40
Friends, colleagues and thought leaders who I like have interesting conversations here	14.0%	54
Other - Write In	10.1%	39

Other - Write In	Count
Total	39

Other - Write In	Count
N/A	2
Don't follow others	1
Don't know.	1
Exchange with other professionals is important to me, participating in diverse groups is vital	1
I am a Change Management Professional	1
I don't follow other groups	1
I don't follow other groups	1
I like to have different sources and not all the people are belonging to OCP. So more chances to learn more	1
It was the first one I came across and has a nice feel about it	1
It's always good to have alternative view points and approaches to the same subject	1
It's another group in addition to ODN, which is also focused on talent, performance mgt, etc. which I do not believe is OD. OD is more about change.	1
It's on LinkedIn	1
I'm on many groups, by principle, which I visit once or twice per week	1
LinkedIn notificatons pop up to remind me and I follow topics that interest me	1
N/A I'm not a member of other CM groups	1
New to the group	1
OCP doesn't spam me	1
Question is not applicable. I'm not following other group as well as being less involved with Organisational Change in general.	1
Total	39

Other - Write In	Count
Rarely follow-up OCP	1
The OC field is wider than the CM field	1
This is the only OCP group I follow	1
To expand my professional networks	1
To maintain a connection through LI	1
To read the articles	1
Would like to know what some of the other Change Management groups are	1
curiosity	1
discussions are less technical and don't seem to require professional "political correctness" in terms what is/isn't CM	1
have followed few	1
help to think "out-of-the-box"	1
hoping for something of value - not always finding it.	1
i do not follow other groups	1
i dont know	1
n.a.	1
n/a	1
no comment	1
often the topic, unfortunately the content doesn't live up to the headline	1
people have shared valuable examples of concrete exercises or activities done. I like the open sharing	1
Total	39

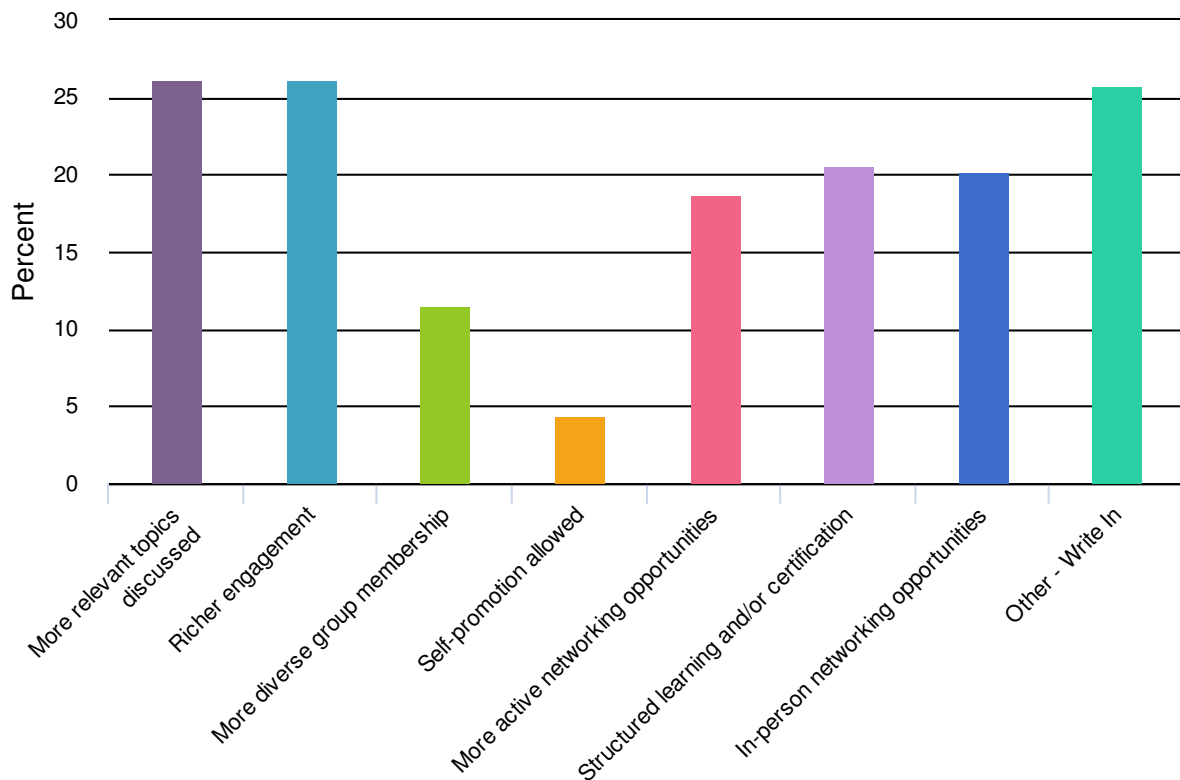


## Other - Write In

Count

still figuring out which ones are best	1
Total	39

7. If you prefer other change management groups (either online or in person), what benefits do they provide that you don't receive from the OCP group? (Please check all that apply.)



Value		Percent	Responses
More relevant topics discussed		26.2%	66
Richer engagement		26.2%	66
More diverse group membership		11.5%	29
Self-promotion allowed		4.4%	11
More active networking opportunities		18.7%	47
Structured learning and/or certification		20.6%	52
In-person networking opportunities		20.2%	51
Other - Write In		25.8%	65

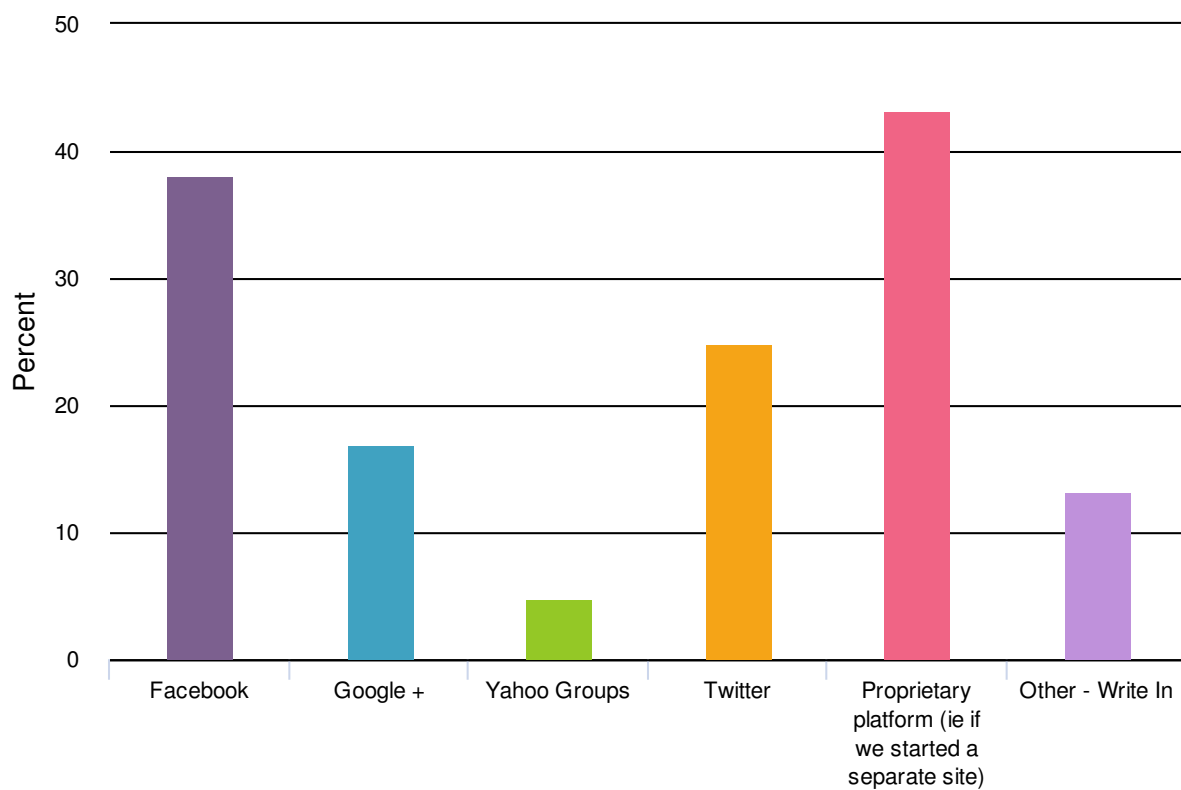
Other - Write In	Count
N/A	6
NA	4
n/a	4
I don't	2
Content in Spanish	1
Access and summaries	1
Don't follow other groups	1
Don't prefer, but follow ODN. Don't care for I/O Psych groups--to academic, less applied behavioral science	1
Habit. This survey has prompted me to visit OCP more!	1
I am a member of the CMI. Thus I am following their posts to get a "feeling" for the other group members.	1
Total	63







Other - Write In	Count
I am finding ALL other change groups are suffering from little content discussion and too much self promotion (really hate when someone in a consulting firm posts and endorses an article from a colleague in their own company - sad)	1
I do not really compare the groups	1
I don't - I like the OCP Group	1
I don't favor outhers	1
I don't follow other groups	1
I don't prefer others. There is value in choice itself.	1
I don't really engage in other CM discussion groups	1
I spend same amount of time on all other change mgmt groups. I have limited time in general.	1
Member of organization	1
More directly focused on my approach to CM	1
More relevant opportunities specific to the United Kingdom	1
Na	1
Na	1
New	1
No comment	1
None of the above	1
Not applicable - see above	1
Not involved in other CM groups	1
Not so much that topics are more relevant, but are more varied. More people there (while sometimes biased) seem to be more senior/thoughtful in discussions.	1
<b>Total</b>	<b>63</b>

Other - Write In	Count
OCP is the best for me	1
This is really the only one I follow anymore.	1
This questions is multi purpose & assumes preference for other groups	1
deeper community	1
don't prefer	1
i dont know	1
indepth sharing on a particular methodology	1
interactive CMPD activities and opportunity to participate/lead the sessions	1
just differnt ideas	1
more practical applications of theories and other information	1
more relevant to current assignment	1
n.a.	1
new organization types like holacracy	1
no comment	1
no input	1
no other - online - groups	1
not applicable	1
nothing else.	1
reading in Dutch	1
Total	63

Other - Write In	Count
seem more active	1
varied content on all groups, good to have diversity of thought	1
webinars	1
Total	63

8. What other platforms would you participate on for our Group?  
(Please check all that apply.)



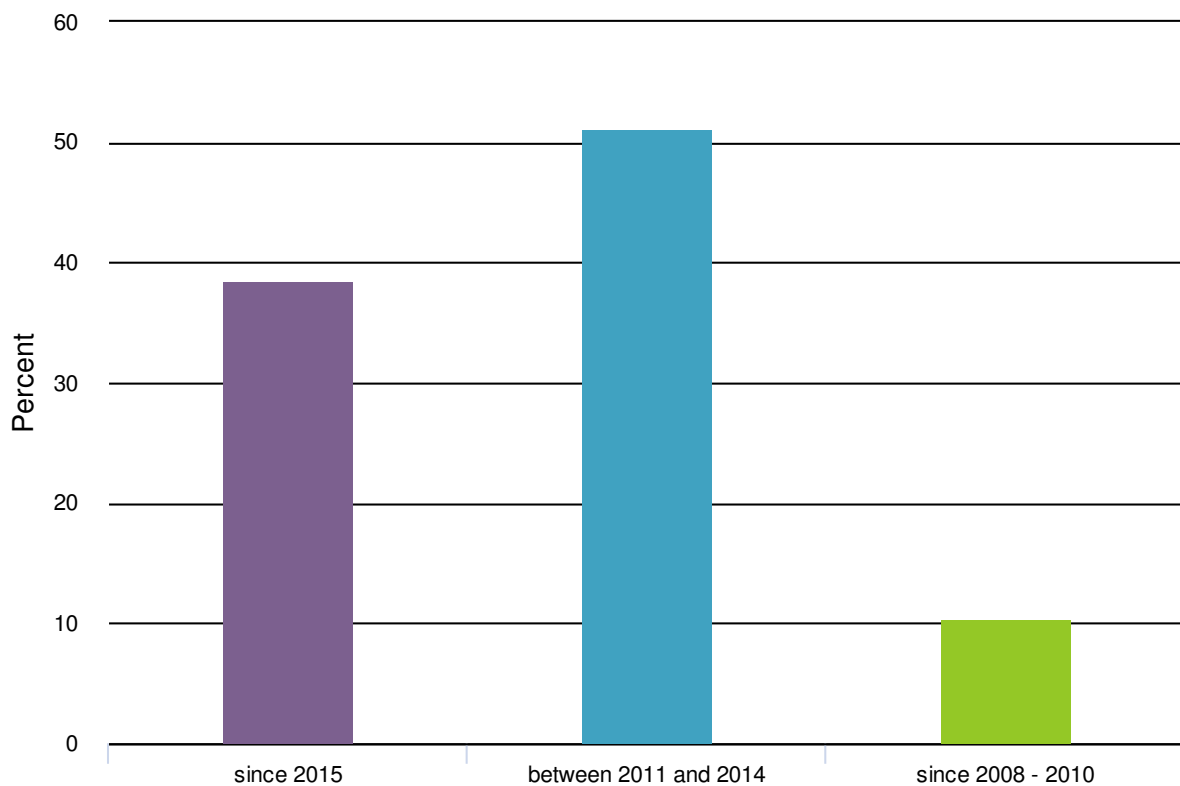
Value		Percent	Responses
Facebook		38.1%	112
Google +		17.0%	50
Yahoo Groups		4.8%	14
Twitter		24.8%	73
Proprietary platform (ie if we started a separate site)		43.2%	127
Other - Write In		13.3%	39

Other - Write In	Count
none	3
None of the above	2
A wiki may be a helpful tool for reference.	1
Don't do other social media	1
Google Groups or Discourse	1
I am happy with LinkedIn. I do not want multiple platforms	1
I don't have any problem with the platform	1
I have no suggestions	1
I like Evernote since you can attach both articles and links. Google Groups are good too.	1
Inner org.	1
NNone	1
NONE of the other "social media" sites listed above	1
Total	37




Other - Write In	Count
None	1
None - I prefer LinkedIn	1
Not about platform	1
Not applicable - see above	1
Nothing wrong with the LinkedIn discussion thread facility, supported by private exchanges. HOW it is used is the issue	1
Prefer LinkedIn	1
Probably none	1
Slack.com	1
Solely LinkedIn - but would be open to other platform	1
Yahoo, but only once main site, no time for multiple	1
blog	1
just LinkedIn	1
let's keep it simple -- feeling overloaded already	1
linkedin	1
na	1
no other	1
no others.	1
none. I prefer linkedin	1
not applicable	1
<b>Total</b>	<b>37</b>

Other - Write In	Count
the research on communities on the web indicates that 3 things make a difference - the platform itself and its ease of use 2) the quality of the moderation and 3) the quality of the participants	1
this is enough	1
whatsapp	1
Total	37

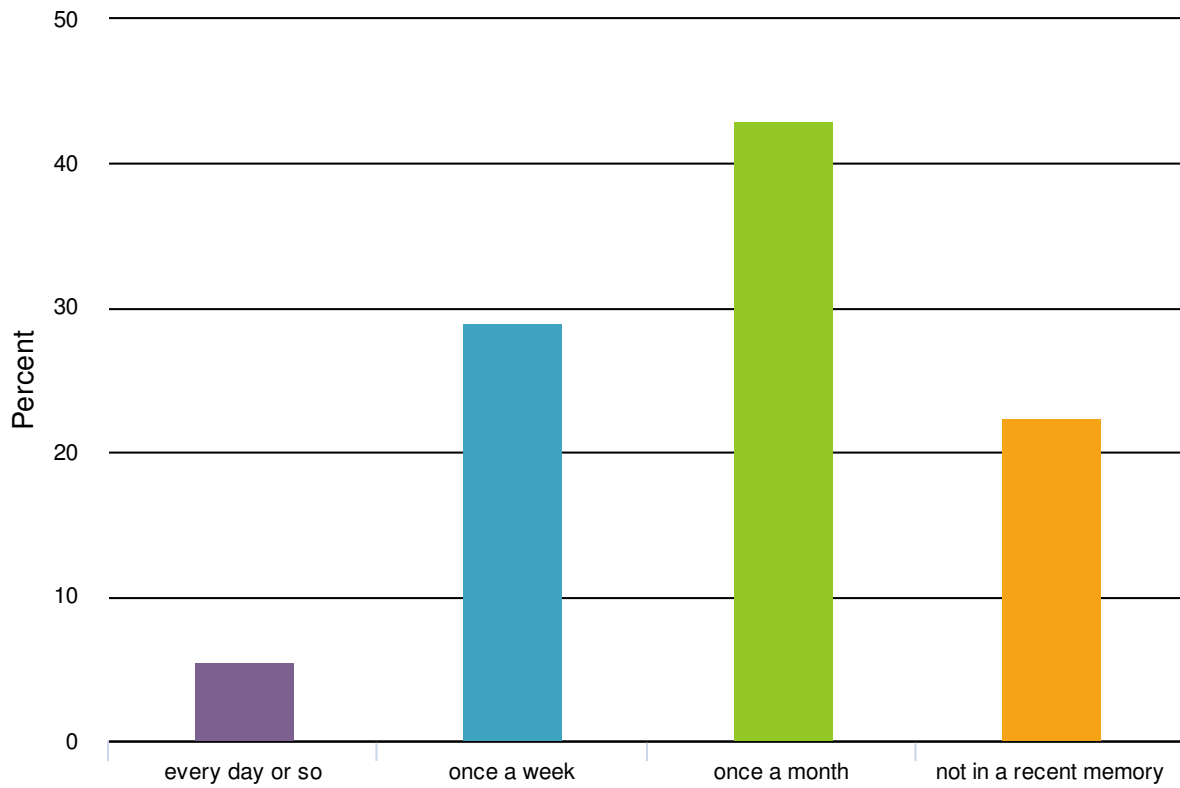
9. How long have you been a member of Organizational Change Practitioners Group? (Please check only one.)




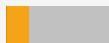




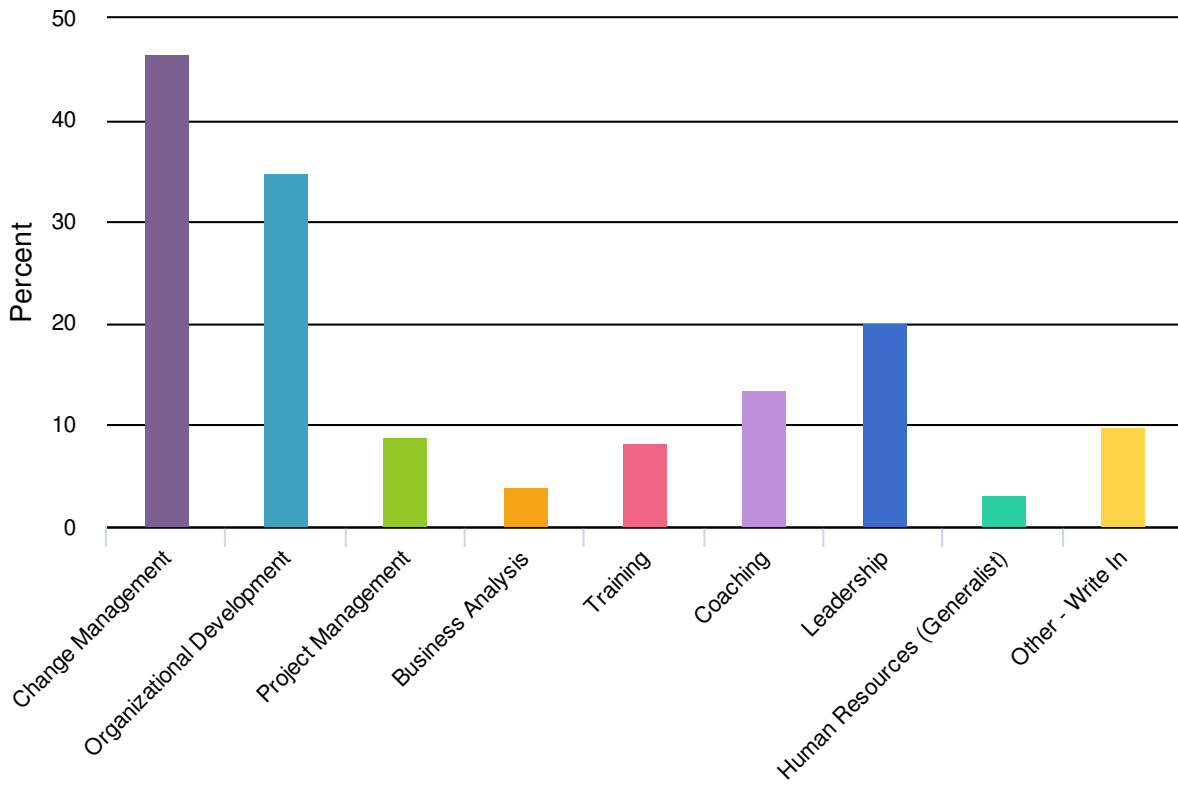
Value		Percent	Responses
since 2015		38.5%	163
between 2011 and 2014		51.1%	216
since 2008 - 2010		10.4%	44










10. On average in the last year, how often do you check in the OCP Group? (Please check only one.)



Value		Percent	Responses
every day or so		5.5%	24
once a week		29.0%	126
once a month		43.0%	187
not in a recent memory		22.5%	98

11. What do you consider your primary area, or base of practice?  
(Please check only one.)



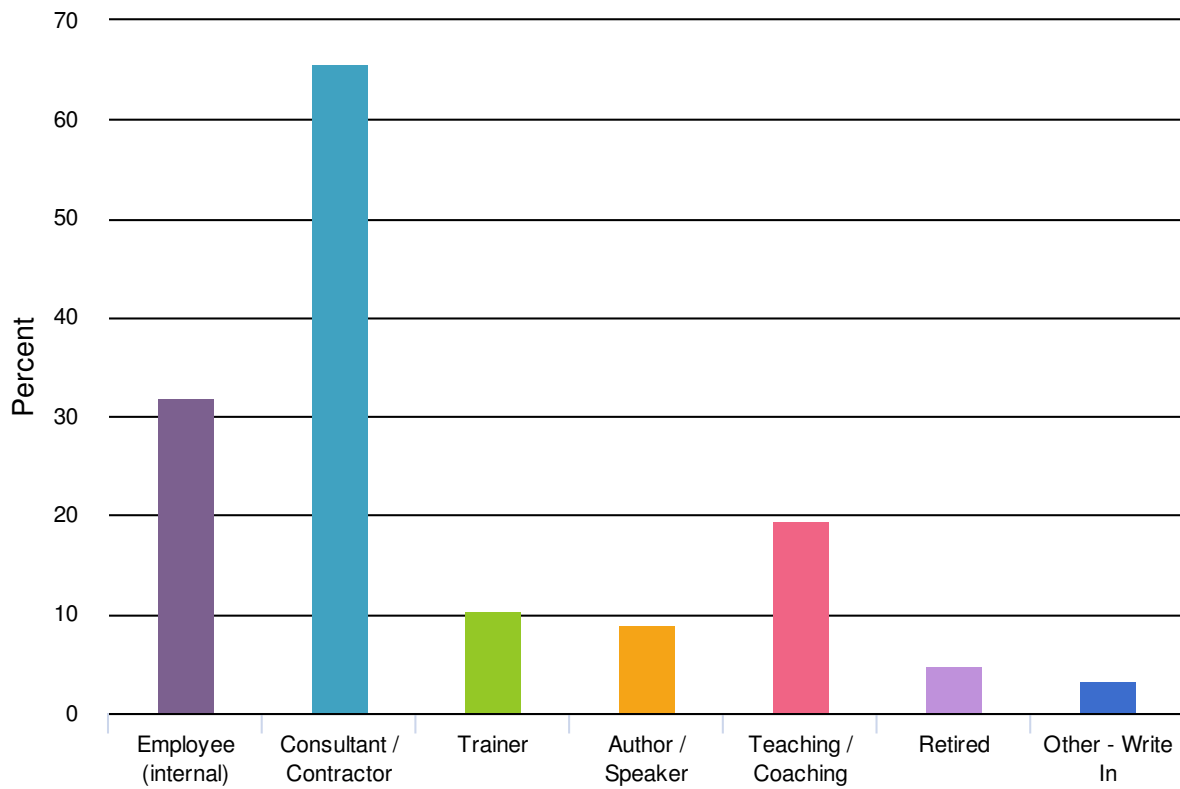
Value		Percent	Responses
Change Management		46.6%	205
Organizational Development		34.8%	153
Project Management		8.9%	39
Business Analysis		4.1%	18
Training		8.2%	36
Coaching		13.6%	60
Leadership		20.2%	89
Human Resources (Generalist)		3.2%	14
Other - Write In		9.8%	43

Other - Write In	Count
Agile/Scrum	1
Background in strategy, corporate finance and OD oriented toward what makes organizations "tick"/high performing	1
Business Owner, so my role varies	1
Business growth	1
Business modeling	1
Change Leadership. I loathe the term change management, because it gets confused with change control and project management and doesn't reflect what it really should be about: leading change.	1
Change agent	1
Change communications	1
Total	43

<b>Other - Write In</b>	<b>Count</b>
Change readiness	1
Communication	1
Community and nonprfit sector change	1
Human capital management consulting	1
I/O Psychology	1
IT Service Management	1
Imaginative problem solving	1
Innovation and change	1
Management & Behavioral Science, Operations	1
Management Consultant with an OD grounding	1
OCM	1
OD and change	1
Operational Excellence	1
Operations consulting	1
Org Development / internal practitioner (no talent mgmt)	1
Organisation design	1
Organization Development, no "AL" - Based on original theorists, use of self, authenticity, etc.	1
Organizational management of change from a safety perspective	1
Performance and Productivity Improvement	1
<b>Total</b>	<b>43</b>

Other - Write In	Count
Sales seeking a move to Org Dev from the perspective of a Pat Lencioni (The Advantage) and David Keirsej.	1
Strategic Communications	1
Strategic change	1
Strategy Execution	1
Strategy execution	1
Talent Development (mixing much of the above categories)	1
Technology Transformation	1
Transformation Management (includes all of the above)	1
Transformation, both individual and organizational	1
education: professor of social work	1
improving org performance, encompassing a number of the above areas	1
innovation	1
psychology	1
running an association	1
strategy, organisation design and then change in that order	1
team dev	1
<b>Total</b>	<b>43</b>

12. How do you make a living? (Please check all that apply.)



Value	Percent	Responses
Employee (internal)	31.9%	141
Consultant / Contractor	65.6%	290
Trainer	10.4%	46
Author / Speaker	9.0%	40
Teaching / Coaching	19.5%	86
Retired	4.8%	21
Other - Write In	3.4%	15

Other - Write In	Count
Student	2
Activist/Advocate	1
Business Owner	1
Coaching and facilitation	1
Currently unemployed	1
IP Licensing	1
Manage mid size global consulting firm	1
Part time academic, part time retired	1
Semi-retired	1
Small Consultancy Business Owner	1
Tech Startup	1
Work when I find a project that I am interested in	1
sales	1
semi-retired	1
Total	15