PivotPoint
Transforming resistance into change strategy

Attachment Style Index Overview

Purpose
We want to support your change journey by being innovative. Our research highlights the value of understanding attachment theory and the respective behaviours as a critical function in understanding the individuals who collectively define your organization. *Our real-time data supports the evolution of a culture ready for change.*

Background
Our research identifies Attachment Theory as a critical missing link to organizational change success. In the context of change models, we have identified behaviors consistent with a *desire for change* or *urgency to change* as critical factors consistent with many change models and are often cited as primary barriers to success.

We believe attachment (or the loss of…) may explain the challenge in achieving desire or establishing appropriate urgency. To that end, we have created a Workplace Attachment Style Index (ASI). The ASI identifies an individual's attachment style and proactively defines how that particular style should inform the change strategy to measurably increase success.

To feel secure at work, we attach to different objects within the work environment.

Examples of these objects are:

- People
- Process
- Daily Routines
- Ideas

- Rituals
- Technology
- Locations
- Office Space

Details
The Attachment Style Index (ASI) is designed to identify individual attachment style in the context of an organizational environment.

- Created and Validated in 2018
- 24 Questions on a Likert Scale of 1 to 5
- Evaluated over 900 Individuals in 4 different countries
- Available in English
- Participating organizations include Federal Agencies, Commercial Biotech Organizations, Higher Education Institutions
- The ASI should take approximately 7-8 minutes to complete.
- The ASI will be administered via an online secure user interface.

What are the benefits?

Learn more about change
- Understand how change impacts the individual, create collective culture and define how to manage change more effectively.

Shape innovation
- Active engagement in collecting real-time data will assist in shaping a new change model; this will be an interactive process.
- Potentially assist in the development of an internal knowledge capability within the organization.
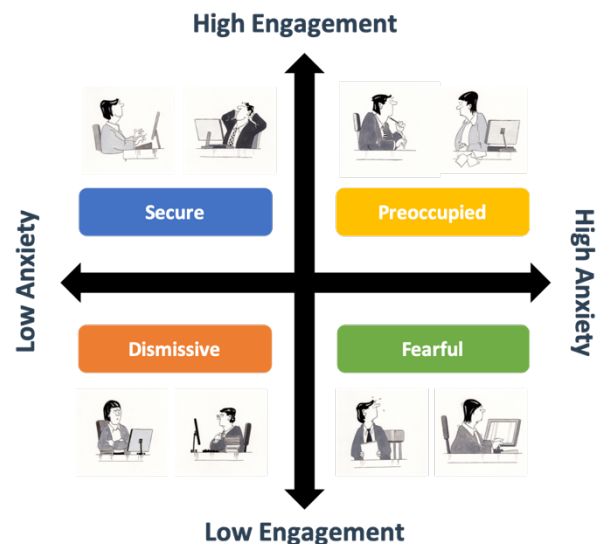
Create Iterative Process
- Evaluate the data in the context of popular change management frameworks.
- Accumulation of a rich data set that can be used to analyze the content and contextual validity across different change initiatives.

What are the Attachment Styles?

There are four attachment styles:

- Secure
- Preoccupied
- Dismissive
- Fearful

About Pivot Point

Pivot Point Business Solutions (pivotpnt.com) was co-founded by Dr. Victoria Grady and Dr. James Grady, who developed the CDI and collaborated with a partner in the UK to develop the ASI. They consult with organizations to address the behavioral implications of organizational change to optimize their organizational culture and overall effectiveness. Co-author of *The Pivot Point: Success in Organizational Change*, Dr. Victoria Grady is also a member of the Management Department Faculty at George Mason University's School of Business.

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