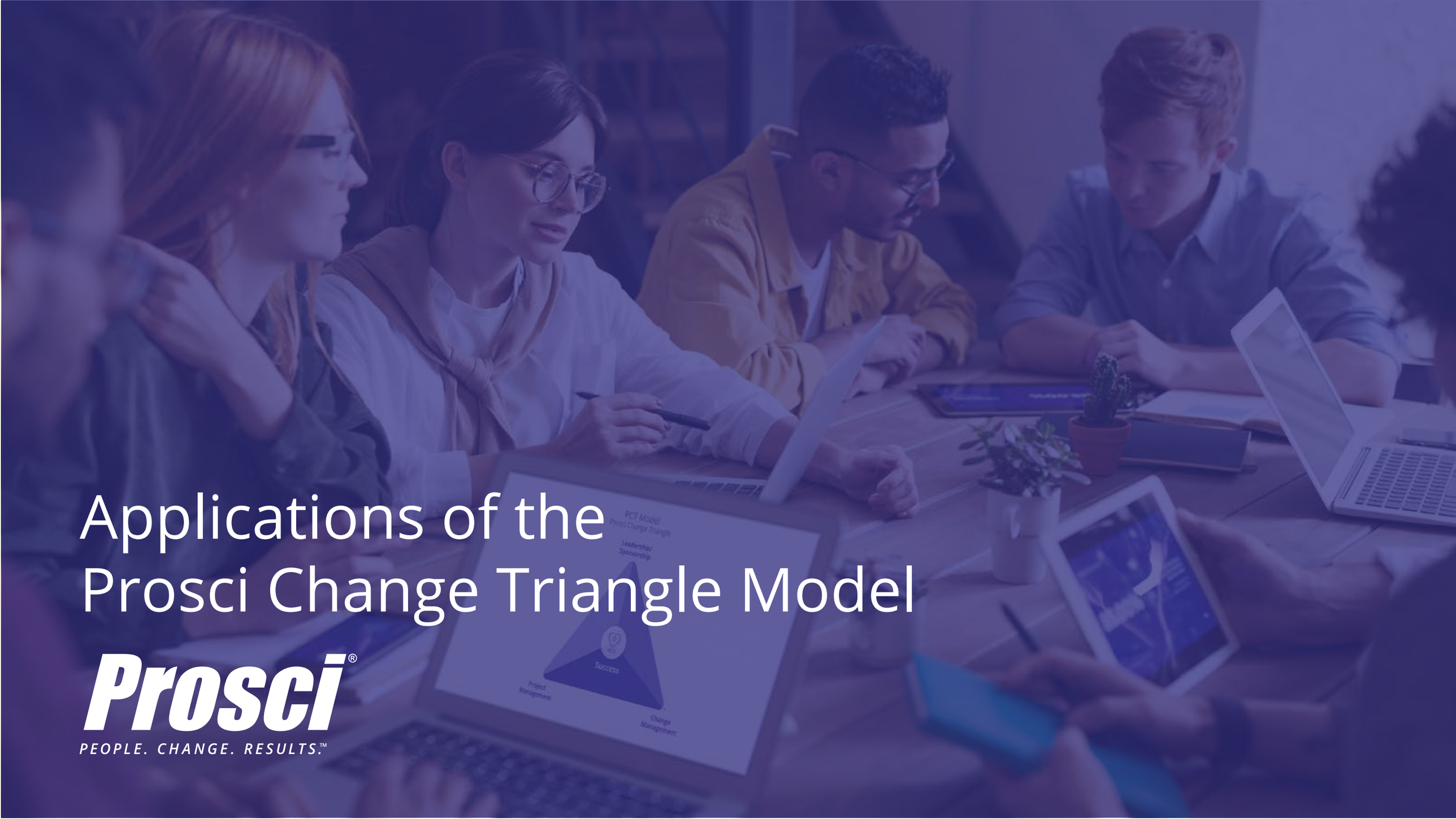

Applications of the Prosci Change Triangle Model

Prosci®

PEOPLE. CHANGE. RESULTS.™

7 Research-based Insights to Optimize PCT Assessments

In our first-ever live webinar study, we asked nearly 100 change practitioners how they are using the PCT Assessment in their change practice. Through their responses, we learned that:

1. **Dialogue and communication are the number one things practitioners value about the PCT Assessment**, followed by aligning stakeholders and providing project guidance.

2. **The PCT Assessment is a versatile, multipurpose tool** for effectively solving the common change challenges of assessing project health, aligning stakeholders, and identifying project risks.

3. **Collaborative, discussion-based PCT Assessments are nearly 2.5x more effective** than PCT Assessments completed alone.

4. **The most effective PCT Assessment formats vary for consultants and internal practitioners,** typically consisting of 60-minute and 30-minute collaborative sessions, respectively.

5. **Email is 9x less effective than collaborative formats for conducting PCT Assessments** and ranks as the least frequently used format.

6. **Project progress is tracked most often with the PCT Assessment** at the beginning, at multiple times in the middle, and at the end of a project.

7. **Key project individuals (project manager or sponsor) are included 2x more often than full project teams** when assessing project health or identifying adaptive actions with the PCT Assessment.

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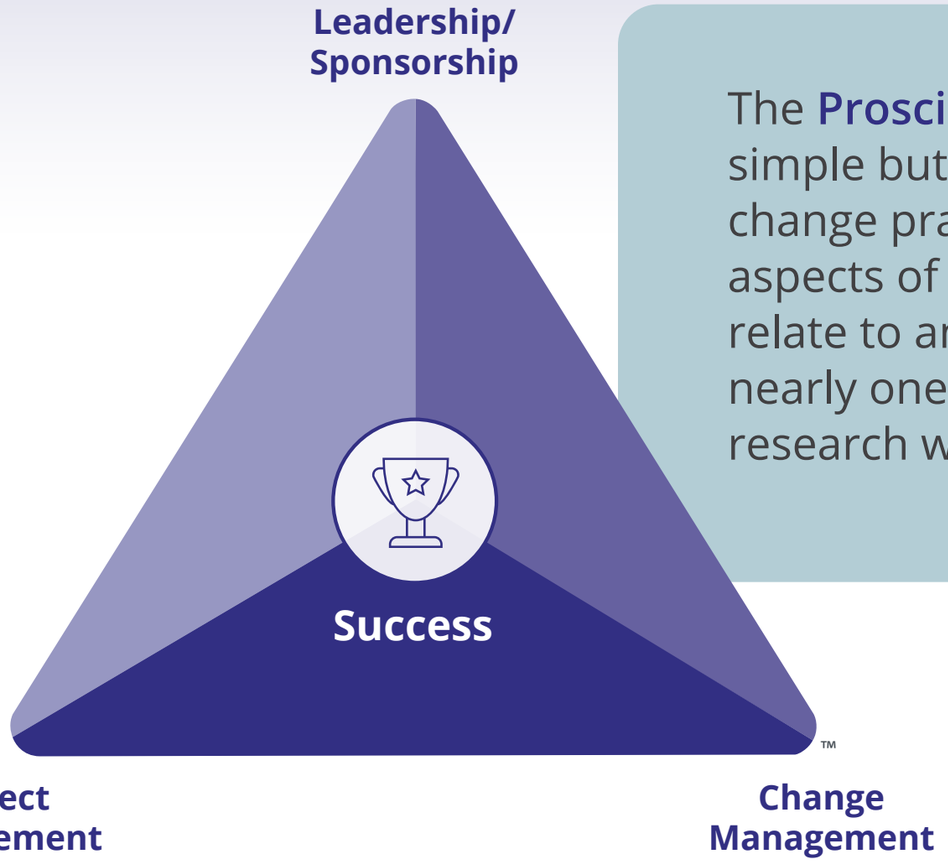
The Many Uses of the PCT Model



The **Prosci Change Triangle (PCT) Model** is a simple but powerful framework that helps change practitioners understand the four critical aspects of any successful change, and how they relate to and promote project health. We asked nearly one hundred participants in a first-ever live research webinar how they use the PCT Model.

This is what we learned!

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We Use the PCT Model to...

Assess Project Health

Knowing a project's health at a point in time can help organizations proactively address risks before they emerge. The PCT Model provides a holistic look at the factors and aspects that matter most to change success.

Align Stakeholders

Getting people to a shared vision of a change can be challenging. The PCT Model provides the anchoring factors for stakeholders to discuss and align around.

Identify Project Risks

Knowing a problem exists is different from knowing what the problem is. The PCT Model identifies 40 specific factors across four aspects that can be the source of potential risks to project success.

Track Project Progress

Knowing a project's health over time can help leaders identify and act on negative and positive trends in the trajectory of the project. The PCT Model allows practitioners to capture snapshots of project health across the project lifecycle.

Identify Adaptive Actions

Any number of potential actions can be taken on a project, but which will be the most valuable? The PCT Model offers a simple way to identify specific actions that can improve overall project health.

Inform Enterprise Change Management

Understanding patterns of project health across multiple projects can unlock enterprise insights. With the PCT Model, leaders can identify organizational strengths and areas of opportunity to increase change success.

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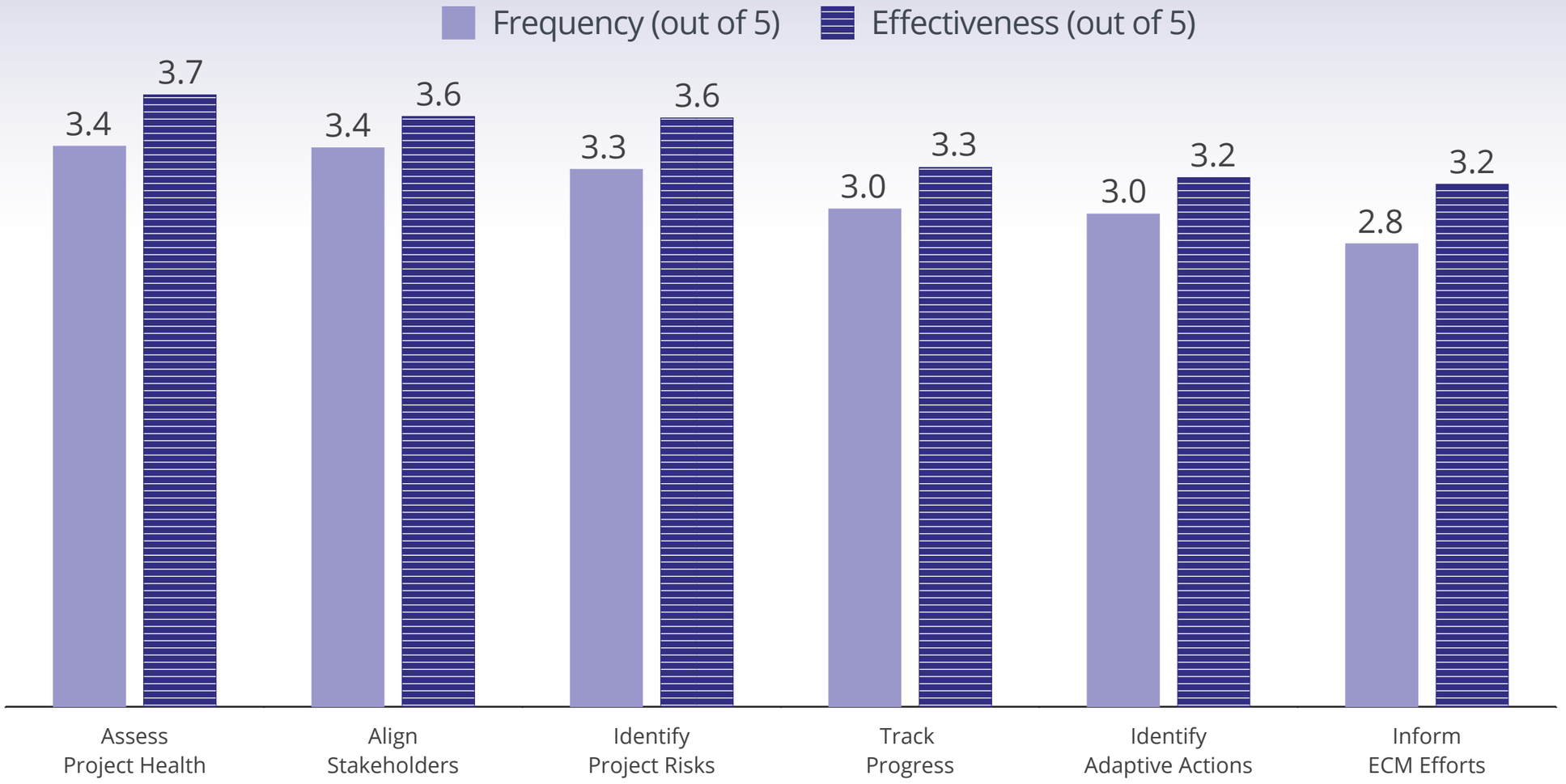
How I Use the PCT Model



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What I Value Most About the PCT Model

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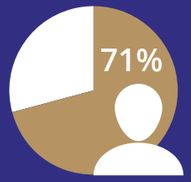
How Do People Do PCT Assessments?



All Research Participants

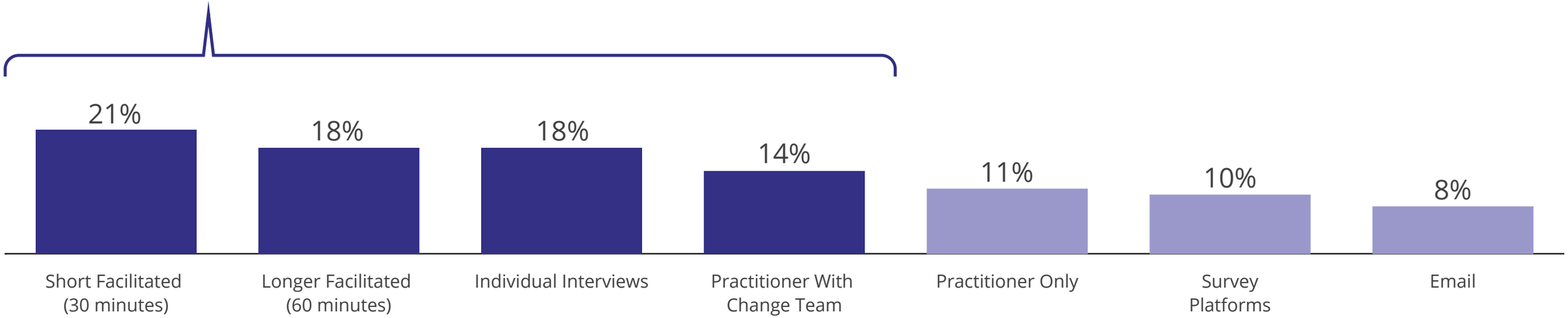
71% find collaborative PCT Assessments more effective than doing PCT Assessments alone

External Change Consultants

60-minute live sessions are most effective for us

Internal Change Consultants

30-minute live sessions are most effective for us



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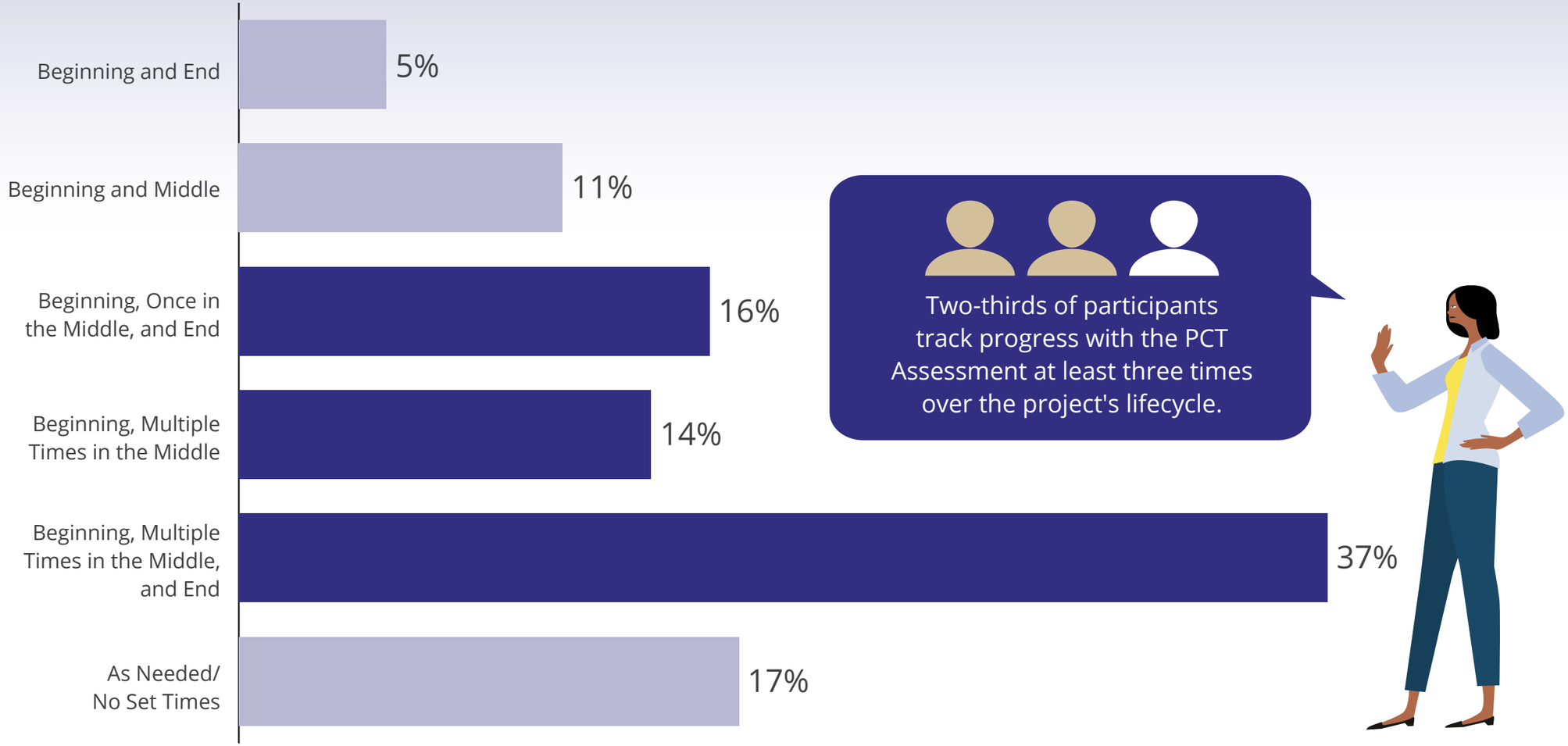
When Do People Use the PCT Model?



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The PCT Model unlocks and illuminates the most critical elements of project health, giving change practitioners a simple but powerful leading indicator of each project's potential for change success.

Have questions? Contact us to learn more.

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