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Watershed Event

OLCU 615 Week 3 Assignment and Rubric

Length: Paper: 5 - 7 double-spaced pages (excluding title and references pages)
Due: Week 3 by Sunday Midnight
Value: 200 Points for 20% of the grade
Post: Week 3 Assignments

Developing the knowledge and skills to facilitate change begins with understanding how change impacts you and others. In this assignment you will apply Bridges' Model of Transition to a personal and/or professional watershed event (significant change) you have experienced, and reflect on what you have learned that will enable you to more effectively facilitate organizational change.

A well-written paper should be 5 - 7 double-spaced pages of content, and adhere to APA standards; the page count doesn't include the title and reference pages. Your analysis must be supported with citations and references from 2 or more academic sources, adhere to APA standards, and include the following sections:

Watershed Situation Description

Recall an event that was a Watershed: a turning point in your life – a critical event that marked a significant change for you personally and/or professionally.

- Describe the event and discuss how and why it was different from other "meaningful" or even "monumental" milestones. In other words, what made it a watershed event?

Watershed Situation Analysis

William Bridges' model of Transitions suggests there are three stages of transition and change. While this may be an event from a long time ago, try and recall your feelings and actions. Drawing upon those feelings and actions, respond to the next three questions, to the best of your ability. Although it may be somewhat challenging to put a past event into this framework; however, the model suggests that no matter the transition, we will have experienced these stages.

- How did you experience each of the five stages of **Endings**: disengagement, dismantling, disidentification, disenchantment, and disorientation?
- How did you experience the **Neutral Zone**? Which of the steps did you take to finding meaning in this stage?
- Describe the **New Beginning**. How did you know it was a new Beginning?

Reflective Analysis

- Identify and discuss three specific insights you gained through this reading and writing activity, about individual response to change that will enable you to more effectively facilitate change in the workplace

Rubric: Evaluation Criteria

Criteria	Exemplary	Proficient	Developing	Emerging
Situation Description	30 – 28 Clearly and concisely describes a watershed point clearly showing why it was beyond a meaningful milestone. Choice of situation demonstrates understanding of the assignment.	27 – 25 Mostly describes a watershed point somewhat discussing why it was beyond a meaningful milestone. Choice of event demonstrates some understanding of the assignment.	24 – 22 Somewhat describes a watershed point but may not discuss why it was beyond a meaningful milestone. Choice of event may not demonstrate an understanding of the assignment.	21 - 0 Limited if any identification of a watershed event and/or why it was beyond a meaningful milestone.
Situation Analysis: Endings	35 – 32 Clearly and concisely describes	31 – 28 Mostly describes experiences in 5	27 – 24 Describes experiences in the	23 - 0 Limited if any discussion of

	experiences in 5 Ending stages. Analysis indicates in-depth understanding of impact of Endings	stages of Endings although one analysis may be superficial	stages of Endings although two analyses may be superficial and/or missing.	experiences in Ending stages. Analysis if any is superficial.
Situation Analysis: Neutral Zone	35 – 32 Clearly and concisely describes experiences in the Neutral Zone and steps taken to find meaning in this stage. Analysis indicates in-depth understanding of impact of the Neutral Zone	31 – 28 Mostly describes experiences in the Neutral Zone and steps taken to find meaning in this stage. Analysis indicates some understanding of impact of the Neutral Zone	27 – 24 Somewhat describes experiences in the Neutral Zone but may not discuss steps taken to find meaning. Analysis may be somewhat superficial.	23 - 0 Limited if any discussion of experiences in the Neutral Zone and/or steps taken to find meaning. Analysis if any is superficial
Situation Analysis: New Beginning	35 – 32 Clearly and concisely describes transition to a New Beginning. Analysis indicates in-depth understanding of a the final stage: New Beginning.	31 – 28 Mostly describes transition to a New Beginning. Analysis indicates some understanding of a the final stage: New Beginning.	27 – 24 Somewhat describes transition to a New Beginning. Analysis may be somewhat superficial.	23 - 0 Limited if any discussion of experiences in a New Beginning. Analysis if any is superficial
Reflective Analysis	35 – 32 Clearly and concisely discusses 3 insights gained into how individuals respond to change, and how each of these insights enables you to better facilitate change in the work place	31 – 28 Mostly discusses 2 - 3 insights gained into how individuals respond to change, and how each of these insights enables you to better facilitate change in the work place	27 – 24 Discusses 2 - 3 insights gained into how individuals respond to change, but may not address how these insights enable you to better facilitate change in the work place	23 - 0 Limited if any reflective analysis. May identify 0 – 2 insights gained into how individuals respond to change, but does not address how they may enhance facilitation of change
APA and Sources	10 - 9 Uses 2 or more scholarly sources. Accurately adheres to APA standards; reference page and citations are correct. All sources listed in References are cited in paper	9 - 8 Uses 2 scholarly sources and adheres to APA standards; reference page and citations are correct with minor (1-3) errors. All sources listed in References are cited in paper	7 Uses 1 scholarly source. Somewhat adheres to APA standards; the work of others is cited but with numerous (4 – 10) errors. Sources listed in References and citations may not match	6 - 0 Uses 0 – a sources. Limited adherence to APA standards; work of others may be cited but with multiple (11+) errors. Sources listed in References and citations do not match
Writing Mechanics	20 - 19 Paper is logical, well-written and uses correctly uses headers; spelling, grammar and punctuation are accurate. Paper is the required length of 5 - 7 pages of content, and includes a correctly prepared title page.	18 – 17 Paper is logical, fairly well-written, and uses headers but with minor (1 – 3) errors in spelling, grammar and/or punctuation. The content may be 5% too long or short; includes a correctly prepared title page.	16 - 15 The paper may be disorganized and somewhat confusing. And/or it may have several (4 – 10) errors in spelling, grammar and/or punctuation. The content may be 10% too long or short, and may not include a correctly prepared title page	14 - 0 The paper lacks clarity and may be confusing; may contain numerous (11+) errors in spelling, grammar and/or punctuation. The content may be 15% too long or short, and may not include a title page



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