



CSI[™] 2

Change Style Indicator[®] Second Edition

IMPROVE CHANGE EFFECTIVENESS



New Group Report Added | Original CSI 2 assessment, Individual Report, and User's Manual are now available in English and European Spanish

Comparing the Change Style Indicator[®] Second Edition and the Change Style Indicator[®]

The **Change Style Indicator[®] Second Edition (CSI[™] 2)**, a revision of the **Change Style Indicator[®] (CSI[™])**, includes updates and improvements to its report content and design, assessment items, psychometric properties, and supporting resources. The table below highlights these changes.

Reference Area	CSI [™]	CSI [™] 2
NUMBER OF ITEMS	20	20
ITEMS	Original items for CSI	The items from the original CSI have undergone a thorough review by expert linguists to ensure the items are culturally sensitive and widely applicable. This resulted in some items from the original CSI being updated in the CSI 2.
NORMING	Global norm sample of 58,362 individuals	Global norm sample of 96,427 individuals





Reference Area	CSI™	CSI™ 2
REPORT TYPES	Individual Report Group Report	Enhanced Individual Report with modernized design, and a new section that includes actionable insights for collaboration, leadership, and change management. New Group Report that aggregates individual reports to assess team-level dynamics and collective orientation. This report also includes actionable strategies for collaboration, leadership, and navigating change.
USER MANUAL	No User Manual	A comprehensive User's Manual has been created, covering detailed information on CSI 2's theory, development stages, best practices for administration, norms, reliability, validity, and fairness analysis. The manual now includes Group Report interpretations and facilitation guidelines.
ADMINISTRATION FORMAT	Online Paper	Online
ADMINISTRATION TYPE	Self-Assessment	Self-Assessment



Reference Area	CSI™	CSI™ 2
ADMINISTRATION TIME	2-10 minutes	2-10 minutes
LANGUAGES	English, Spanish, and French	English, European Spanish
CERTIFICATION POLICY	Mandatory certification	The CSI 2 has been designed for ease of use by eliminating the mandatory certification requirement for administering the assessment. This change creates new opportunities, making the CSI 2 more accessible to a wider range of users.
TRAINING	Mandatory certification	When a customer purchases the CSI 2 from MHS.com, they will gain access to the manual and self-service, interactive training modules. The training modules provide an overview of the CSI 2, administration procedures, report interpretation, introduction to psychometrics, maximizing the effectiveness of each CSI 2 change style, a case study, and group activities. Additional training may become available in the future.



Enhance performance, adaptability, and collaboration within your teams and leaders by facilitating meaningful conversations using the CSI 2.

Based on over 30 years of research, the CSI 2 is a tool designed to assess how individuals approach change. It measures change preferences along a continuum, ranging from a preference for gradual and incremental to radical and expansive change. The CSI 2 was normed using global data from 2017 to 2023, with a diverse sample size of approximately 96,000 individuals. This ensures the tool remains relevant and reflective of today's workforce.

What makes it a professional favorite?

Practitioners highly value this science-based assessment due to its affordability and straightforward framework. Additionally, its widespread accessibility makes it an essential tool for use in:

- Team-building activities
- Organizational transitions and change management
- Leadership development workshops

Start using the CSI 2 today

The CSI 2 has been designed for ease of use by eliminating the mandatory certification requirement for administering the assessment. This update is part of our initiative to make the tool more accessible to professionals and organizations worldwide, while continuing to support responsible usage with optional training resources via MHS' Talent Assessment Portal (TAP).



Have more questions?

Reach out to our team:



 SCAN ME

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