

Role Definitions

1. **Catalyst**-Those who initiate a change process and help the process to proceed to the desired end.
2. **Process Helper**- Those who join in to help other people in the change process communicate with one another.
3. **Solution giver**- Those who are able to quickly offer creative solutions once they see the problem.
4. **Resource Linker**- A person who is aware of resource material-people, books, seminars, training experiences- and is eager to share that knowledge with others.
5. **Innovator**- Those who are most likely to adopt a new idea and experiment with it before his/ her colleagues do.
6. **Ally**- Those who silently or vocally share the concerns of the change agent. They may form part of the group that initiates change later.
7. **Potential Ally**- Those who with some effort at recruiting are likely to join with you in initiating change.
8. **Compatibility Person**- One who can work with you as a change agent without creating stress or strain.
9. **Key Informant**- A person who has access to strategic information and gives it to the change agent in time for him/her to use it advantageously.
10. **Maintainer**- Those who are good at sticking with something, applying it systematically and conscientiously, until it works.
11. **Formal Leader**- Those who are in the structural chain of command, holding roles that are recognized as decision making roles by the organization.
12. **Influential**- Those key persons to whom others turn for new ideas and fresh directions or approval of the same.
13. **Gatekeepers**- Individuals who hold key strategic positions with respect to the flow of new ideas and information.
14. **Vocalizers**- Those who will speak up about their feelings/ ideas concerning the situation. They can be for or against the change.
15. **Public Relations Linkers**- A person who has the ability to create or influence the public image of the change situation.
16. **Defender or Resister**- Often the critic of innovation. They defend the system the way it is. They may resist change due to vested interest in the system.
17. **Faction Leader**-A leader of a group that has a vested interest.

The above definitions are from a handout produced by Dr. Robert Clinton of Fuller Seminary for his class on Implementing Change. The original author was Havelock.