

Users

Nonusers

VI	Renewal	Individuals at this level are beginning to explore major changes to the innovation or may be replacing aspects of the innovation with something different.
V	Integration	During the integration level of LoU, individuals are beginning to collaborate with one another.
IVB	Refinement	Individuals at this level are beginning to vary their implementation style with the hopes of better results.
IVA	Routine	Individuals at this level have stabilized their use of the new change initiative. They have moved past the day-to-day implementation phase of those in the mechanical use phase.
III	Mechanical Use	During this phase, individuals have already implemented the new change initiative. However, at this point they are focusing on day to day use.
II	Preparation	At this point, the individual has decided they are going to use the change initiative. They may be gathering the materials they will need for implementation so they are prepared for using the innovation.
I	Orientation	Individuals at this level are beginning to learn about the change initiative.
0	Nonuse	Individuals at this level have little to no knowledge about the change initiative.