A very simple model for assessing the probability of whether a change model will be successful is expressed by the formula (–DVF>R) (Beckhard, 1969). In this formula, D refers to dissatisfaction in a system; V refers to vision; F refers to first steps; and R refers to resistance to change.  
When trying to use this model, one must understand that change is a function of leadership, not numbers, and that no model will generate a 100% guarantee of success. To explain: imagine that one could assign numerical values to each component (DVFR), then any project where DVF is greater than R, should be a change success.  
The problem with this thinking is that it is difficult to measure each of these components. Dissatisfaction could be with the system, with the leader, or within the individual. Before putting a number on dissatisfaction, one must have a measurement of the will to change which is really resistance (R). Leadership can influence will (both organizational and individual); therefore, it is leadership relationship more than numbers that drive change.  
How does one measure vision? Long term shared vision means that everyone in the company or organization sees, understands, and agrees (a link to dissatisfaction) with the direction being taken. One big question I ask is, “Is this the right move at this time”. Vision in more than just seeing the future, it involves among other things, company placement in the future. All first steps (F) are based on this vision, and are the core foundations. One could think of F as inversely proportional to V. If the first steps are wrong, then it takes longer to realize V. Vision comes from leadership; therefore, leadership is the most correct indicator of change success. Collins wrote, “Every good to great company had Level 5 leadership during the transition years” (Collins, 2001, p. 39).  
I have observed that trying to use a tool to gauge resistance to change creates conflict. I believe successful leaders drive change, yet that transition is only situational. In other words, a change agent for one project may not be successful at another project. When that happens, most companies resort to finding what went wrong. In that case, why not use this tool?

Reference:  
Beckhard, R. (1969). Organizational development: Strategies and models. Reading: Addison-Wesley.  
Collins, J. (2001). Good to Great. New York: HarperCollins.