

Worksheet

The Edge Team Training

Module 3 – Session 4

Reframe: Thinking differently about change

Creating a healthy attitude and language about change

EXERCISE 1.

Characterize your general response to change.

- **Critic** – Resist change – “I do not like Change”
- **Bystander** – Respond to change: “I see change as growth”
- **Advocate** – Lead change: “I see change as essential”

EXERCISE 2.

What do you think is the current culture in the organization when there is change?

Respond: How to deal with change

Upgrade to the Next Level

EXERCISE 3.

Answer the following:

- Do you feel you are close to reaching your "Change Capacity Limit" (When you find you are always annoyed by change – red flag) ?
- Do you feel that your ability to change is at least as good as that of the organization?

LEAD: Becoming an agent of change

Driving Healthy Change.

EXERCISE .

How can you become a change agent? Ask:

- "If someone new was hired to do my job, what is the first thing they would change?"
- "How would a great leader initiate this change?"
- "Can we do less?"

*"It is not the critic who counts; not the man who points out how the strong man stumbles, or where the doer of deeds could have done them better. The credit belongs to the man who is actually in the arena, whose face is marred by dust and sweat and blood; who strives valiantly; who errs, who comes short again and again, because there is no effort without error and shortcoming; but who does actually strive to do the deeds; who knows great enthusiasms, the great devotions; who spends himself in a worthy cause; who at the best knows, in the end, the triumph of high achievement, and who at the worst, if he fails, at least fails while daring greatly, so that his place shall never be with those cold and timid souls who neither know victory nor defeat." – **Theodore Roosevelt***