

Examining Your Own Change Resistance

Part 1: Uncover Your Resistance

1. What type of change have you found yourself resisting recently? Why?
2. What was at risk for you in that situation? (e.g., control, status, certainty, identity)
3. What default reaction or habit did you fall into? (e.g., delay, dismiss, deflect, disengage)

Part 2: Shift Your Mindset

4. What mindset would help you lead through this change more effectively?

Example shifts:

- From “I need to protect my team” to “I can stretch and support my team”
- From “I need to have the answer” to “I can model learning and curiosity”

5. What new story could you tell yourself or your team about this change?

Part 3: Take a Small Risk

6. What is one small action you will take in the next two weeks?

7. Who can support or hold you accountable?

Follow-Up: (Circle back with a peer in two weeks):

- Did you try your strategy?
- What happened?
- What will you do next?