

Immunity to Change X-ray

Your commitment goal

Commitment / improvement goal	Behaviours that work against my goal	Hidden commitments	Big assumptions
<i>What commitment can you make that will have the most significant impact on you and the team?</i>	<i>What are you currently doing /saying? ie what needs to change?</i>	<i>Worry box: What payoff do you get from your current behaviour? What might you lose if you change?</i>	<i>What are the big assumptions underpinning your concerns? What stories are you telling yourself to justify your hidden commitments.</i>
I commit to...			
		<i>Therefore, what are your competing commitments? What do you gain from not changing?</i>	
		Currently, I'm actually committed to...	
<i>What will you and the team gain from you achieving this goal?</i>	<i>What are your current behaviours costing you and your team?</i>		

Busting assumptions

What's the assumption that underpins your concerns?

When is it valid? When is it not valid? When is it most likely to drive your behaviour? ie what are your triggers?

How does this connect to your identity?

When did it start?

How might you test it in a safe, small scale way in the near term? What data are you looking for to test your assumption?

How might you redefine your identity and assumptions to capture your new commitments? Do The Work by Bryon Katie to explore if the opposite is as true as your current belief.

Progress map

Commitment / improvement goal	First steps forward <i>What will you do to start making progress? What support can you ask from others?</i>	Significant progress <i>What will others notice? How will they feel? What will you feel?</i>	Success <i>How will you know you're no longer hooked by your immunity to change?</i>