

Immunity to Change X-Ray



My adaptive challenge <i>What growth goal can you set that will have the most significant impact on you and the team?</i>	Mindset and behaviours that work against my goal <i>What are you currently thinking, doing and saying? ie what needs to change?</i>	Hidden commitments <i>Worry box: What payoff do you get from your current behaviour? What might you lose if you change?</i>	Big assumptions <i>What are the big assumptions underpinning your concerns? What stories are you telling yourself to justify your hidden commitments?</i>
<i>What will you and the team gain from you achieving this goal?</i>	<i>What are your current thoughts and behaviours costing you and your team?</i>	<i>Therefore, what are your competing commitments? What do you gain from not changing? This is NOT your new commitment but rather your current commitment.</i>	
		Currently, I'm actually committed to...	

Developed by Robert Kegan and Lisa Lahey, tweaked by Yo&Co

Progress map

Commitment / growth 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>