

# IMMUNITY TO CHANGE WORKSHEET - INDIVIDUAL

Source: *Bob Kegan & Lisa Lahey*

1. Improvement Goal:

3. Behaviors you do (or don't do) that go against your goal:

4. Hidden competing commitments:

5. Big assumptions:

2. What I need to do differently:

Choose a leadership goal that would make a big difference for you and the people in your span of care.

Ask yourself: What's the thing you do, or don't do, that most gets in the way of your goal?

Consider what motivates you towards the behaviors in #3. What might be a hidden commitment?

What beliefs do you hold that make each hidden commitment feel necessary?



# IMMUNITY TO CHANGE WORKSHEET - TEAM

Source: *Bob Kegan & Lisa Lahey*

1. Improvement goal:

3. Behaviors we do (or don't do) that go against the goal:

4. Hidden competing commitments:

5. Big assumptions:

2. What we need to do differently:

Choose an organizational goal that would make a big difference for you and the people in your span of care.

Ask yourself: What's the thing we do, or don't do, that most gets in the way of our goal?

Consider what motivates the organization towards the behaviors in #3. What might be a hidden commitment?

What beliefs do we hold that make each hidden commitment feel necessary?

