

10 BIG THOUGHTS

about facing change

1 CHANGE IS NOT AN EVENT. IT'S AN EVOLVING JOURNEY.

2 EACH CHANGE IS UNIQUE...

- TO THE PERSON
- TO THE MOMENT

3 CHANGE EXPERIENCES LAYER... BUT YOU FOCUS ON ONE AT A TIME.

4 YOU RESPOND TO EACH CHANGE BASED ON ITS IMPACT ON YOU... RIGHT NOW.

5 YOU CONTROL YOUR RESPONSE TO EACH CHANGE.

6 YOUR CURRENT RESPONSE TO A CHANGE IS A SNAPSHOT, NOT A PREDICTION.

7 YOU PAUSE WHEN YOU HAVE AN UNMET NEED IN THE CHANGE.

8 YOU POUNCE TO ACCEPT CHANGE WHEN YOUR NEEDS ARE MET.

9 MEETING NEEDS, NOT QUELLING RESISTENCE, IS WHAT BUILDS TRUE READINESS.

10 KEEP ASKING: "WHAT DO YOU NEED? HOW CAN I HELP?" CHANGE READINESS WILL GROW NATURALLY.

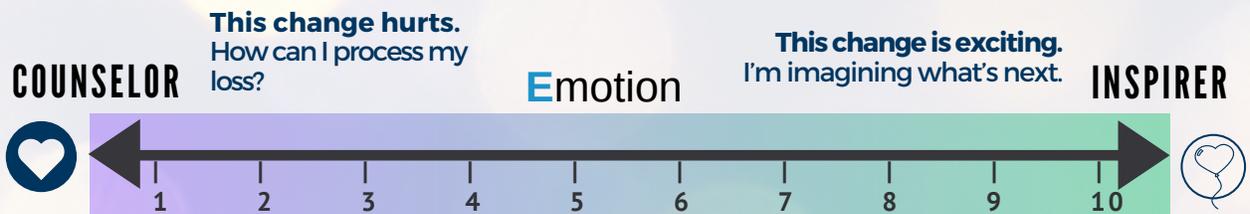
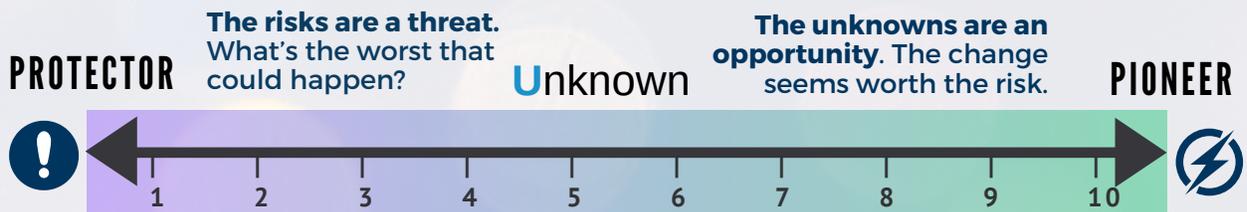
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For more information about the **Change Readiness Intensive**, contact Dr.Burchard@ConcordLeader.com

READY CARD

GAUGE READINESS IN 4 DIMENSIONS
USING DUEL

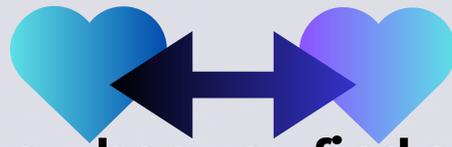
the loudest voice in your head... ..becomes the voice you share.



THIS IS A SNAPSHOT OF HOW A CHANGE IS CURRENTLY IMPACTING YOUR NEEDS TODAY. MEET THESE NEEDS, AND YOUR READINESS WILL GROW NATURALLY.

What dynamics are most influencing your perceptions right now?

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**Readiness grows when you find and meet needs.
Take turns sharing.**

1. Discuss the change's current impact on you.

“What I need you to understand most about this change's impact on me is...”

On a scale of 1-10 (1=not at all, 10=extremely)

- How **big/major** is it to you right now? (Why?)
- How **fast/slow** does it seem to be moving for you?
 - How fast/slow do you *wish* it were moving?
- How **welcome/wanted** is this change for you? (Why?)
- How **expected** is this change for you?

2. Identify what the change does not impact.

- What is still stable in your life that this change does *not* touch?
- What impacts are only temporary?
 - How do the *boundaries* of this change impact your current response?

3. Describe what you need.

- “I’m Pausing right now, because I need ...” (use DUEL, and be as specific.)
- “You seem to be Pausing right now. Help me understand what you need.”

4. Find ways to meet current needs.

- “What can I/we do?” “Who else can we talk to?” “What can we try?”
- “What can’t be addressed (right now)?” (*give yourself permission to let it go.*)



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