Willingness to change myself

as a pre-requisite to asking others to change

Purpose

To gain insight into how ready and willing I am to change and how I may resist change.

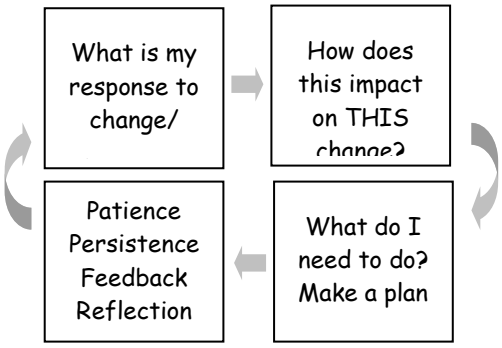
Opportunities for use

When facing the need to change myself, and when helping others with change.

Benefits

- ✓ Develops self-awareness.
- ✓ Clarifies the relationship between organisational and personal change.
- ✓ Helps to mobilise energy for change.
- ✓ Offers a way of looking at my defensive reactions to change and learning.
- ✓ Using this tool is a demonstration of willingness to change, and sets a positive example.

Outline of this tool



How to use this tool

1. Write the words CHANGE and LEARNING in the middle of a piece of paper. Then fill the rest with the thoughts and feelings that are triggered.
2. Categorise my comments, e.g.
   - *understanding* the need
   - *capability* – can I do it?
   - *willingness* – do I want to?
   - *feelings* – anxiety / excitement

   Notice the positive and negative.
3. How clear is the need for change?
4. Write down what this change means for me – how I have to change – in terms of actions, skills, know-how and behaviours.
5. How might I go about tackling the changes under each of these headings? What help do I need? Create a plan.
6. Record how confident I feel about each of the points in the plan.
7. Seek feedback from people I trust about behavioural change needs.
8. Do this more than once; reflect on it often.
9. Discuss it with others. Encourage others to do it.

Some experiences

- Developing willingness and the ability to change is not a one-off task - be patient with myself and others.
- It is especially important for senior managers to be prepared to change. Their willingness to question assumptions can have a powerful positive effect on others.
- Recognise that I may feel a loss of authority and respect as I go through change.
- Seek and offer feedback.

Starting to use this tool

When I am embarking on anything that feels like a change for me.

References

The Alchemy tools:

Having a coach, Seeking and acting on feedback and Understanding and dealing with resistance

Argyris, C. Teaching Smart People How to Learn. *Harvard Business Review. 1991. 69(3)*.

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To discuss the use of this tool or for more information on the references please contact Alchemy of Coaching. www.alchemyofcoaching.com

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