

Step Three: Analyzing Your Change

Having completed two steps intended to facilitate intentional reflection, the penultimate step is to try to start to attach names (from Kezar's diagram) to the change you've described. We find fill-in-the-blank exercises helpful for this kind of thinking because they provide a structure, even if it's clunky (and maybe *because* it's clunky). Try using the exercises below or create your own.

Exercise A

I think change at

(where you are a leader or would like to be a leader)

occurs because

(your version of "why change occurs")

Once change is motivated by

(your version of "why change occurs," which may involve reference to "context")

, the process begins:

(your explanation of "process of change," including stakeholders and how you involved them)

The tactics that I or others use are

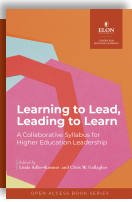
(your summary of tactics, including steps or approaches used to involve people)

I find this approach to change to be beneficial because

(your analysis of why this works—what about it resonates with you)

Its effects lead to

(your description of what you consider meaningful change)



Exercise B

I find this approach to change to be problematic because

(your analysis of what is challenging about it)

Its effects are

(your description of what you consider less meaningful change)