Change Basics

- Not easy—messy, chaotic, turbulent
- Most people initially resist
- Individuals must know WIIFM
- Leaders take charge—are proactive
- Always keep the vision clear
- Be flexible
- Successful change only happens through people
Panel Discussion

• How do you respond to change?
• Are you comfortable with your behavior?
• What have you learned about change?
• How do you think your HBDI thinking style effects your response to change?
• How do you initiate change? What are some strategies you use?
• What do you observe in others when change happens?
Getting People on Board with Change

<table>
<thead>
<tr>
<th>What is the bottom line?</th>
<th>How is this going to affect my future?</th>
</tr>
</thead>
<tbody>
<tr>
<td>What are the facts?</td>
<td>How does this fit into the big picture?</td>
</tr>
<tr>
<td>What are the financial consequences?</td>
<td>What’s the “why” behind the change?</td>
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<tr>
<td>What’s the logic behind the decision?</td>
<td>Do I have freedom to influence how this gets rolled out?</td>
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<tr>
<td>What’s the goal or objective of the change?</td>
<td>How might this constrain me?</td>
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<tr>
<th>Are there specific timelines?</th>
<th>What will the emotional impact be on me, my family, and my team?</th>
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<tbody>
<tr>
<td>What are the specifics of the change?</td>
<td>What are the implications for my customers?</td>
</tr>
<tr>
<td>What’s the track record for this type of change?</td>
<td>Who will be available to listen to my concerns?</td>
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<tr>
<td>Are there other people I can talk to?</td>
<td>Can you engage me personally before you get focused on all the facts?</td>
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<tr>
<td>How can I minimize surprises?</td>
<td>What are the risks to me?</td>
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</table>
You have a contract with a client that must be changed. *They can no longer commit to the numbers or the time line of the original agreement—completion in three months.* Your contact is the opposite HBDI color as you are. *You want the contract completed in two months at a 10% increase in price.*
FSEHS has a new certificate program that you want to market to schools. You are attending a large conference with an audience of superintendents, other district administrators, principals.

This is a certificate program for teachers focusing on using technology for creative teaching.

Certificate title—Creative Teaching.
Blue’s Approach to Change

• through logic, analysis, quantitative and a bottom-line approach.

• may be uncomfortable with emotions and feelings that change and the unknown creates.
Green’s Approach to Change

- style is more planned, organized, detailed and sequential.
- expects a clear plan and process, but may feel a lack of security and be uncomfortable with new approaches that changes may bring.
-
Red’s Approach to Change

• . . . prefers the interpersonal, emotional, kinesthetic, and feeling change modes.

• . . . wants to engage in dialogue about the change

• . . . may over-react emotionally and tune out before understanding all of the facts at hand.
Yellow’s Approach To Change

- ... often reacts spontaneously
- ... not too worried about the details at first

- ... but may feel confined or worry about loss of freedom of choice, perhaps wanting to “jump ship” quickly.
- ... approaches change through synthesizing, integrating, holistic, and intuitive approach to change
Mindset Reset?

• What is your current mindset about change?
• Why do you hold this mindset and why won’t you let go of it?
• How do others see you when it come to change?
• Should you change your mindset? If so, how will you do that?