

Exercise: Recent Changes

Instructions

Use this exercise to reflect on the last few times you introduced change to your team because of an external driving force.

What was the change you asked the team to make?
How urgent was your request?

Reflect on how much information and control your team had in the situation. This includes how much they knew about the external circumstances, and how involved they were in deciding how to respond.

Next, think about their response. Did they reluctantly agree? Did they enthusiastically embrace the change? Did they drag their feet? Or were they too busy?

Spend some time thinking about the relationship between their level of control and their responses.

Finally, note anything you would do differently, knowing what you know now.

Example:

Change I asked of my team	Urgency?	Team's involvement ?	Team's response?	Would I do anything differently?
<i>I asked my team to start collecting additional, detailed demographic data from our clients.</i>	<input checked="" type="checkbox"/> High <input type="checkbox"/> Medium <input type="checkbox"/> Low	<i>This came directly from a funder as a new requirement - not really optional - so didn't involve my team.</i>	<i>They seemed upset and came up with a lot of reasons why this was a bad idea. I had to force them.</i>	<i>I would let them know right away of the conversation with the funder - call them together to discuss before finalizing my decision. Maybe I could have asked them to brainstorm the best ways to handle this.</i>
	<input type="checkbox"/> High <input type="checkbox"/> Medium <input type="checkbox"/> Low			
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