

About the Change Dialogue Playsheet

Use this tool to begin an open, compassionate and productive conversation about change - to understand each other's perspectives, buy into the reasons behind the change, and work together to develop better strategies to create the change you'd like to see.

YOUR GUIDE TO CHANGING CLIMATE • MINDSET • CULTURE

WHY?

Whether we realize it or not, we all respond emotionally to change. It's normal! Change leaders create a safe and courageous space to discuss these emotions. A change conversation helps make the invisible visible. Once we are conscious of our hopes and fears, we can allow our hopes to move us forward rather than having our fears hold us back.

Let's talk! We already know everyone has hopes and fears about change - including starting a change conversation. The trick is to be brave enough to explore them.

- Go where the energy is. First, explore your fears. Be dramatic and explore them fully! Only once you've fully brought all of the deepest fears into the light are you able to explore the best hopes for change.
- After you've fully discussed hopes and fears, check in with which you are closer to and what you need to do to move forward.
- Finally, commit to a forward action.

HOW?

WHAT?

The technique is simple. First, ask yourself the questions on the reverse side of this page. Understand your own hopes and fears before guiding others through the conversation. Next, follow the script in everyday conversations. Be compassionate and curious in fully exploring feelings.

READY? FLIP THE PAGE TO BEGIN YOUR CHANGE DIALOGUE.

Change Dialogue PLAYSHEET

What is your worst fear for this change?

"My worst fear for this change is..."

What supports your worst fear?

"What supports my worst fear is"

1

What is your best hope for this change?

"My best hope for this change is..."

What supports your best hope?

"What supports my best hope is"

2

NOV ▲ LDA

On a scale of 1 - 10, with 1 being your worst fear and 10 being your best hope, where are you NOW in this moment? Closer to your worst fear or your best hope? Place a mark on the orange line below to represent where you feel you are in this moment.

"On a scale of 1 - 10, I'm at a and here is why"

3



What do YOU need to move one step forward closer to your best hope?

"In order to move one step closer to my best hope, I need ..."

4

What will YOU do to take responsibility for fulfilling that need?

"I will ..."

5