

FLOW FORWARD

CHANGE DOESN'T NEED TO CREATE CHAOS
WHEN EVERYONE KNOWS WHAT WE STAND FOR.

CHANGE CHECK-IN

Think about a change that's happened in your school, workplace, or community this year. Check off what you remember experiencing during that process:

- Clear rationale for the change
- Opportunity to share your voice
- Ongoing communication
- Acknowledgment of tension or discomfort
- Values were referenced during decision-making
- Leaders modeled vulnerability
- Room for feedback during the process
- Celebration of progress, not just perfection

How many checkmarks did you have?

- 6-8 = COHERENT AND VALUES-ALIGNED CHANGE
- 3-5 = FUNCTIONAL BUT MISSING BUY-IN
- 0-2 = MISALIGNED OR UNCLEAR PROCESS

Choose one box you didn't check.

Write about what impact that absence had—on you, your team, or the success of the change.

Then write what it would've looked like if that piece had been intentionally included.



HOW CAN I LEAD CHANGE THAT IS GROUNDED IN WHAT WE BELIEVE—NOT JUST WHAT WE NEED?



WHAT TENSION MIGHT SURFACE DURING THIS CHANGE—AND HOW CAN I PREPARE WITH EMPATHY AND COURAGE?



HOW DO I MAKE THE FLOW OF CHANGE FEEL SAFE, NOT SUDDEN?



WHAT'S ONE CHANGE I'M AVOIDING BECAUSE IT'S UNCOMFORTABLE—BUT DEEPLY NECESSARY?

IDENTIFY A CHANGE (BIG OR SMALL) YOU ARE CURRENTLY NAVIGATING OR PLANNING. WRITE 1-2 SENTENCES FOR EACH OF THE FOLLOWING PROMPTS:

WHAT IS THE REAL REASON FOR THIS CHANGE?

HOW DOES IT ALIGN WITH OUR SHARED VALUES?

WHO NEEDS TO FEEL PART OF THIS BEFORE IT MOVES FORWARD?

WHAT MIGHT PEOPLE FEAR—AND HOW CAN I NAME THAT WITH EMPATHY?

**RESOURCE
OF THE
WEEK**



3 TIPS TO TRY!

- 1** RE-EXPLAIN ONE CURRENT CHANGE INITIATIVE THROUGH THE LENS OF YOUR COMMUNITY'S SHARED VALUES.
- 2** ASK A SMALL GROUP, "WHAT DO YOU NEED TO FEEL STEADY AS THIS CHANGE ROLLS OUT?"
- 3** CELEBRATE A TINY WIN PUBLICLY—EVEN IF THE BIGGER CHANGE IS STILL IN MOTION.