

Immunity to Change Worksheet

1. My Improvement Goal	2. My Behaviours That Go Against My Goal	3. My Hidden Competing Commitments	4. My Big Assumptions
<p>Ask yourself:</p> <p>“What is the single most powerful change I could I make to improve my [insert here – work performance, relationships, finances etc)?”</p> <p>“What is the most important thing that I need to get better at, or should change, in order to make progress toward this goal?”</p> <p>Then frame this as a commitment by completing this sentence:</p> <p>I am committed to the value or importance of...</p>	<p>Ask yourself:</p> <p>“What’s the thing I do, or don’t do, that most gets in the way of achieving my goal?”</p> <p>Take stock of the things you do, or don’t do, instead of the behaviours that could create positive change.</p> <p>You don’t need to explain or understand your obstructionist behaviours. Just notice them and write them down. Define your actions, not your feelings.</p>	<p>Review your responses in the previous column and imagine what it would be like to do the exact opposite of them. Note any (and all) uncomfortable feelings that emerge for you. This space of uneasiness is called disequilibrium. It’s where true change can occur.</p> <p>Identify your ‘competing commitment(s)’ by completing this sentence: “I am also committed to:” An example might be “I am also committed to not looking stupid in front of my peers.”</p> <p>Notice how you have one foot on the gas pedal (column 1) and one foot on the brake pedal (column 3). This is the immune system “protecting” you from feared, undesirable outcomes.</p>	<p>Your big assumptions are what actively hold your immune system in place, keeping you from the change you are committed to making.</p> <p>Now, do this:</p> <p>Take your sentences in column three that begin with “I am committed to...” and replace the words “I am committed to” with the words “I assume that if...”</p> <p>Look for assumptions that anchor and inform your specific hidden commitments. Notice how your assumptions lead to the very behaviours that undermine, rather than support, your goal.</p>