

LEADERS FOR LEADERS

Outsmarting Change

Embrace change AND preserve stability.





OUTSMARTING CHANGE

Embrace Change AND Preserve Stability

ENERGY

Livid	Panicked	Frustrated	Shocked	Stunned	Energised	Thrilled	Ecstatic	Euphoric	Exhilarated
Enraged	Terrified	Peeved	Worried	Annoyed	Positive	Connected	Joyful	Enthusiastic	Elated
Irate	Frightened	Angry	Nervous	Concerned	Glad	Inspired	Happy	Motivated	Excited
Furious	Anxious	Agitated	Unsure	Excluded	Amused	Focused	Cheerful	Proud	Surprised
Disgusted	Scared	Troubled	Restless	Uneasy	Satisfied	Pleased	Hopeful	Optimistic	Lively
Apprehensive	Ashamed	Guilty	Deflated	Complacent	Easy-going	Safe	Chilled	Respected	Blessed
Sullen	Glum	Disheartened	Discouraged	Bored	Relaxed	Secure	Content	Thankful	Fulfilled
Exhausted	Fatigued	Sad	Miserable	Pessimistic	Thoughtful	Composed	Calm	Grateful	Tranquil
Alienated	Depressed	Disappointed	Tired	Confused	Mellow	Peaceful	Balanced	At Ease	Collected
Despair	Inconsolable	Anguished	Hopeless	Lonely	Listless	Sleepy	Restful	Comfy	Serene

PLEASANTNESS

BREAKOUT #1

1. Recently, what quadrant have you been spending the most time in? Use an example to explain.
2. What is something you can start, stop or continue doing to spend more time in quadrant 4?



BREAKOUT #2

1. What stage in the Change Cycle do you feel you're at right now?
2. What does it take to move through the Change Cycle in a healthy way?

THE CHANGE CYCLE

Adapted by E. Kubler-Ross

Denial

- Shock
- Numb
- "Not Real"
- Focus on Past



Anger

- "Why Me?"
- Fear
- Yearning



Bargaining

- "Yes, but..."



Acceptance

- Reorganize
- New Skills
- Live in Present
- Focus on Future



Learning Commitment

Putting learning into action.



MAIN POINT TO REMEMBER ABOUT THIS TOPIC

WHAT CAN I START, STOP, OR CONTINUE DOING IN THE
NEXT 30 DAYS TO PUT MY LEARNING INTO ACTION?

WHAT DO I FEEL MIGHT GET IN THE WAY OF HELPING
ME ACHIEVE THIS COMMITMENT?

WHAT IMPACT WILL THIS COMMITMENT HAVE ON
MY LEADERSHIP EFFECTIVENESS?



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