

Change...

What is emerging?

What needs deepening?

What needs to be set free?

What is the new we seek?



Four Levels of Responding to Change

*Manifest
action*

1. Reacting: quick fixes

*Process,
structure*

2. Redesigning: policies

Thinking

3. Reframing: values, beliefs

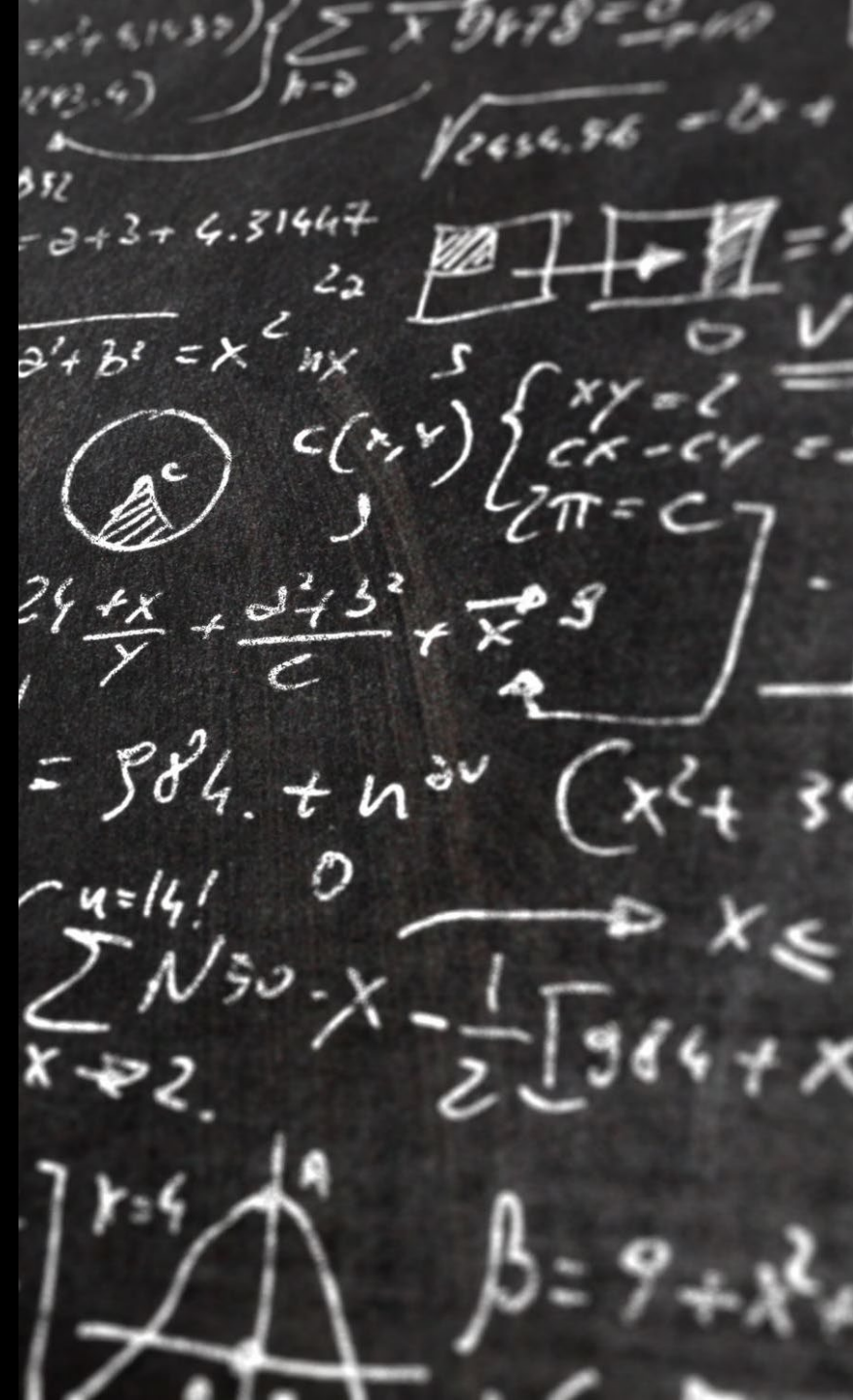
*Source
of energy,
inspiration
and will*

4. Regenerating: sources of
commitment and energy



Change

Fundamental problems, as Einstein once noted, cannot be solved at the same level of thought that created them.



Response to Change

The basic premise of the theory is that we need to work through the different levels of response to effect the most change.

The point is that we learn to move through the U, changing how we think about problems and challenges in the future.



Moving through the Levels of Change

As change is introduced to a person/system, we may move through all four levels, but what's important is to move towards the fourth level as quickly as possible.

Reflection/sharing

How do I respond to change? What patterns do I see in myself?

How do we as a community respond to change?

When does change become transformative?