
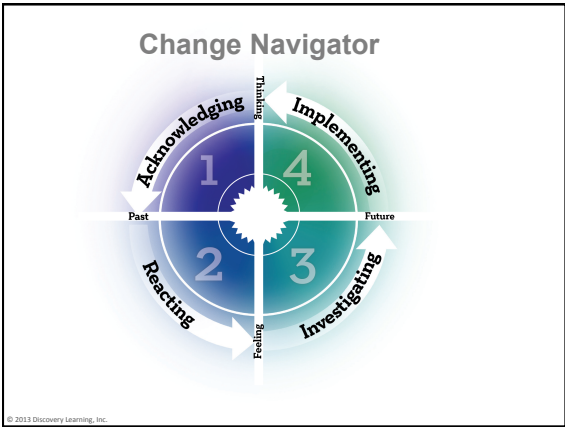
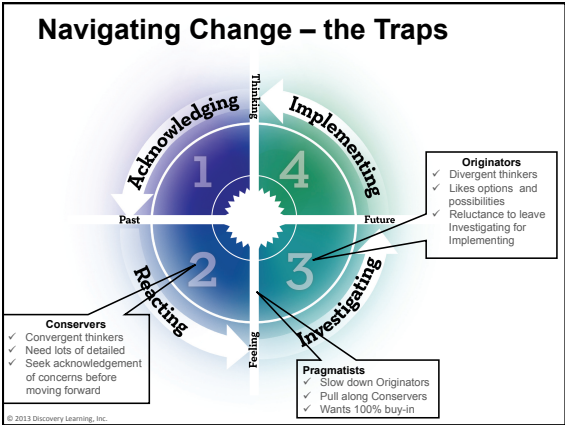


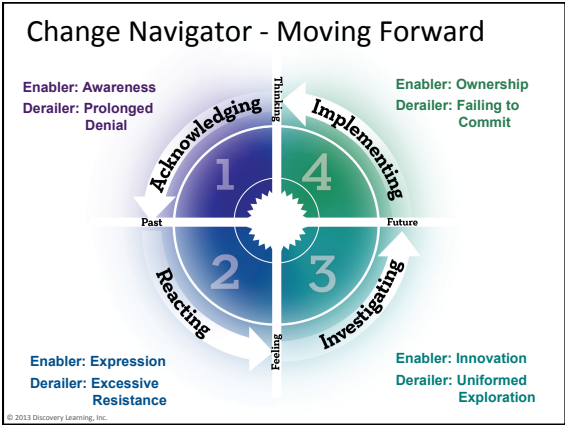
Community Change Project

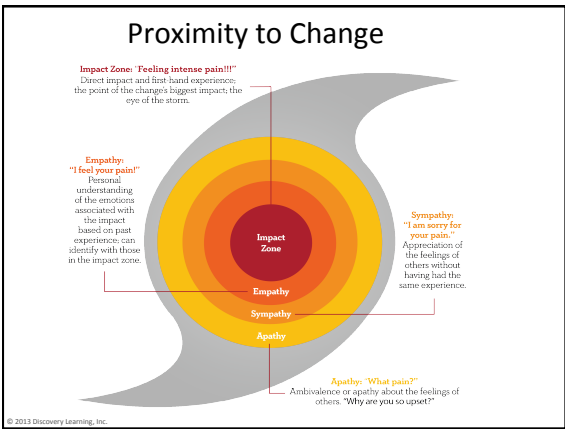
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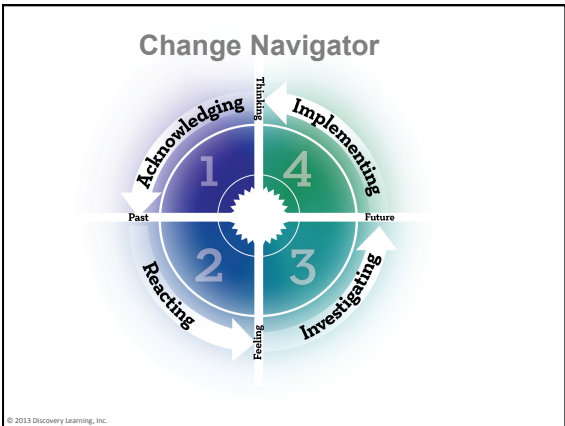












Stage 1: Acknowledging



- Begins with a change
- The process of becoming aware
- Denial is common
- Information is critical
- Value – building understanding of need for and scope of change

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Stage 2: Reacting



- Begins with awareness
- The process of coping with feelings
- Emotions are apparent
- Patience is critical
- Value – building acceptance and commitment

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Stage 3: Investigating



- Begins after feelings are vetted
- The process of exploring options
- Anticipation is common
- Honesty is critical
- Value – building commitment to new reality

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Stage 4: Implementing



- Begins after direction is defined
- The process of understanding new expectations
- Learning is expected
- Buy-in is critical
- Value – building new skills, behaviors and norms

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Community Change Project Worksheet

For your change, indicate

1. Your proximity to the change
2. The proximity of anyone whose support is needed for the change to succeed, and
3. What feelings you are experiencing and seeing in others.

Resistance or Resiliency

Emotions That Lead to Resistance

- Anxiety
- Confusion
- Frustration
- Fatigue

Emotions that Lead to Resilience

- Purpose
- Enthusiasm
- Optimism
- Confidence

What can you do to generate more of the emotions that lead to resilience?

Source: McKinsey Quarterly

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