



Change Leadership Reflection & Practice Worksheet

Story Reflections & Mini-Challenges

Ancient: Themistocles and the Wooden Walls (Greece, 480 BCE)

Reflection: Where do I need to reframe fear into purpose for my team right now?
Mini-Challenge: Reframe one current change in a single sentence—from threat to opportunity.

Middle Era: The Meiji Restoration (Japan, 1868)

Reflection: What traditions or values can I protect during this change so people feel continuity, not loss?
Mini-Challenge: Identify one value worth preserving during a transition and communicate it to your team.

Modern: Adobe’s Subscription Pivot (2012–2013)

Reflection: What support or early win do people need from me to feel safe committing to this change?
Mini-Challenge: Create one early win this week that reduces fear and builds confidence in your new direction.

The Three Causes of Resistance (Safety – Sense – Meaning)

Use this table to diagnose your change and choose intentional actions.

Cause	Description	Self-Rating (1–5)	One Action to Apply
Safety	Clarity, stability, reassurance, capability, calm leadership.		
Sense	Coherence, narrative, transparency, context, concrete examples.		
Meaning	Identity, purpose, inclusion, pride, personal relevance.		

Mini-Challenge: Diagnose a real change using this model. Choose one action in each category—Safety, Sense, and Meaning—to implement this week.

Weekly Change Leadership Tracker

Day	How I Turned Resistance Into Enrollment
Mon	
Tue	
Wed	
Thu	
Fri	
Sat	
Sun	

Journaling Prompt

What did I notice this week about how people responded when their needs for Safety, Sense, and Meaning were addressed?