



PTAL

- FIRE FIGHTING
- SETTLE FOR...
- DE-MOTIVATED
- BARE MINIMUM
- CONTENT TO BE SECOND BEST
- DON'T WANT TO SAY NO
- HEART NOT IN IT
- NOT FACING THE BATTLE
- NOT TAKING RISKS
- STICK WITH THE KNOWN
- DON'T PUT HEAD UP
- AVOID CRITICISM
- JUDGEMENTAL / BLAMING OTHERS
- COMPLACENT - ACCEPTING
- APATHY, LOW ENERGY, LOW PASSION
- GOING THROUGH MOTIONS
- EASY ROUTE
- COMFORTABLE
- INDIVIDUAL FOCUSED

PTW

- COMPETITIVE
- PASSIONATE
- EXCITED
- VISION, GOALS, PLAN, STRATEGY
- CARE & YOU SHOW IT
- SELF MOTIVATED
- INVESTED IN OUTCOME
- CONSISTENT
- ABOVE + BEYOND
- SEE A FUTURE
- PROUD
- TRY SOMETHING DIFFERENT
- RISK OK
- BOOSTING MORALE
- CONTAGIOUS
- NO BLAME
- BE THE BEST
- WE NOT I - TEAM
- SHARING RESULTS
- OPP FOR LEARNING
- SELF SELECT

HUMAN REACTIONS TO CHANGE



SHOCK

DENIAL

ANGER

BLAME
(SELF + OTHERS)

BARGAINING

Dimitri

SADNESS

STEVE

Sally

George

Clare

Sam

Samus

Lynne

Cyril

Craig

Gina

INTEGRATION

REINTEGRATION

ENERGY

Low

Looking BACK - PAST

Looking FORWARD - FUTURE

HELPED

- BEING OPEN + HONEST
- COMMUNICATION
- BELIEVING IN ME
- STOPPING + REASSESSING
- TRANSPARENCY
 - INFORMATION
 - LISTENING
 - NOT THE ONLY ONE
 - ONE HURDLE AT A TIME
 - BEING HONEST WITH MYSELF
 - CONSISTENT
 - SELF REFLECTION
 - SEEING ~~FOR~~ POSITIVE CHANGE
 - ASKING FOR HELP
 - LACK OF FEAR - OK TO SPEAK
 - NOT THEM + US - GOT MY BACK
 - NOT BEING JUDGED
 - LEADERSHIP - BEING THERE, HUMOUR, IN CONTROL
 - HELPED EACH OTHER

HINDERED

- CAN'T GET AWAY WITH MURDER!
- HIGHER LEADERSHIP
- NOT BEING HONEST UPWARDS - 'YANK'
- CAN'T SEE THE END RESULT
- CATASTROPHISING
- DISTRACTIONS
- LACK OF STRUCTURE
- ALLOW OTHERS TO BE MOOD MOOVER
- STUCK AT 'ANGER'
- FRUSTRATION - WITH MYSELF, OTHERS
- STUCK IN FIRE FIGHTING
- MISCOMMUNICATION
- OTHERS ATTITUDES
- NOT WANTING CONFRONTATION
- STUCK IN THEIR WAYS
- TIME
- NEGATIVITY
- SELF BELIEF / CONFIDENCE
- LACK OF SELF AWARENESS

