

Worksheet: Personal Reflection on Change

It is often assumed that people responsible for planning and implementing change are fully comfortable with it. On the contrary, it is natural for leaders to feel negative reactions and resistance as well. Acknowledging the range of your own emotions can help you recognize and be sensitive to what others might be feeling.

Think about your own personal experience. Focus on one significant change that you have dealt with in your life. It may be easier to recall your feelings if you identify a change in the recent past, within the last year.

What were your reactions to that change? Jot down a few key words and phrases to capture the feelings that change evoked in you.

What did you feel a sense of loss about?

How did you feel when the change first occurred?

At what point did life seem normal again? What were the signs of normalcy?

What was it like in between those two points – the initial impact of the change and the sense of a return to normal?

What happened to help you move forward?