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TeamCity Change Leadership

Lead Others through Fear, Anger & Resistance + Introduce the Change

Instructions: Use this worksheet as a guide to continue working with your team as they experience fear, anger, and resistance in our second quadrant of the Leading Change model. You can also make notes on the actions you might take as a leader to Introduce the Change to help others begin to explore solutions to the challenges facing the City.

Think about a change you and your team are dealing with today or will be dealing with soon (perhaps the same change you focused on in past TeamCity Change Leadership sessions).

**The Change I am Thinking of is**:

1. **For this specific change, how is fear, anger, and resistance visible within the team?**

How are people expressing their fear, anger, and resistance? What are they saying or doing that indicates these “push back” emotions?

1. **What are the causes of resistance that the team is experiencing? What are the origins of their greatest fears, anxieties, doubts, and questions about the changes that are here today or just around the corner?**

*Why* are people likely feeling what they are feeling about the change? What losses might they be experiencing or anticipating? What might be the source of their anger, fear, or frustrations about the change?

1. **What actions might I as a leader and the team itself take to directly and proactively address these concerns, fears, and questions about the change?**

What actions can I take as a leader to meet people where they are, honor their fears/anxieties, AND invite them to address these concerns while helping to define the new way forward?

**Introduce the Change**

The work of a leader in the Fear, Anger, and Resistance quadrant involves offering ideas and solutions that directly respond to the challenges facing the City - the reasons why the change is needed and the forces driving the change.

**What is your strategy for sharing your ideas about what the future might look like? How might you work with your team to identify and explore ideas about possible solutions and begin building a shared vision of the future for the team?**