The Immunity to Change Process

01
Commitment
(Leadership Opportunity)

02
Doing/Not Doing
(Undermining Behaviors)

03a
Worries and Fears

03b
Hidden/Competing Commitments

04
Big Assumptions
(Mindset)

Adapted from Robert Kegan and Lisa Lahey, "The Real Reason People Won't Change," *Harvard Business Review*, November 2001, https://hbr.org/2001/11/the-real-reason-people-wont-change.

Change Experiments

My Big Assumption is:

My first experiment to test this assumption is:

I will collect the following data:

Result: