

Immunity to Change Worksheet

1: Commitment (Improvement Goal)	2: Doing/Not Doing Instead	3: Hidden Competing Commitments	4: Big Assumptions
		<div style="border: 1px solid black; padding: 10px; margin: 10px;"> <p>Worry Box I worry I will...</p> </div>	
<i>A goal that would excite you personally if you were able to make significant progress toward it</i>	<i>Things you are doing or not doing that work against your Column 1 goal</i>	<i>Convert each fear into a possible commitment</i>	<i>Assumptions underlying Column 3 commitments</i>

Adapted from Kegan & Lahey: Immunity to Change

Next Steps

The big assumption that gets in my way most is:

How might you test this assumption?

What outcomes would confirm or contest your big assumption?

Who could serve as your support system?