|  |  |  |  |
| --- | --- | --- | --- |
| 1. Commitment (development goal) | 2. Doing/not doing instead | 3. Hidden competing commitments that determine items in column 2 | 4. Big assumptions  That underpin items in column 3 |
|  | Instead of “Doing Behaviors/Stuff aligned with my Change Commitment”, I do …. | I do the things in Column 2 instead of what I said I want in Column 1, because I worry that I will…      A person who has the items listed in the worry ‘box’ above, must be committed to (i.e. hidden competing commitments)… | Anyone who has the Hidden Competing Commitments of Column 3 must have the following assumptions…… |

**YOUR NAME:**

Adapted from KEGAN and LAHEY, IMMUNITY TO CHANGE (HARVARD BUSINESS SCHOOL PRESS)