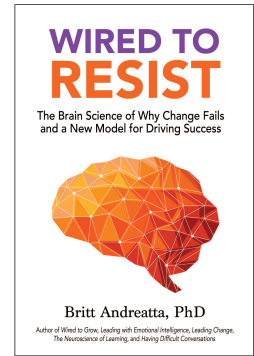




Take a Learning Journey for *Wired to Resist*

This accompanies the book *Wired to Resist: The Brain Science of Why Change Fails and a New Model for Driving Success* by Britt Andreatta, PhD.



SECTION I. UNDERSTANDING CHANGE

Let's use these concepts to assess your own experiences. I recommend first reflecting on a change that you have already completed and then looking ahead to what else is coming. Consider these questions:

How would you rate the amount of disruption and time-to-acclimation? Which quadrant best represents the change?

What is your motivation for the change? Did you want it and did you choose it? Which stick figure best represents your motivation (runner, walker, trudger, or resister)?

How well did the change curve map to your experience? What did the different stages look like for you?

What level was your change bandwidth at the time you were going through this change? Did you have plenty of room to accommodate it or were you feeling maxed out?

Did you experience any change fatigue during this change? If so, which symptoms did you exhibit?

SECTION II. FEAR + FAILURE + FATIGUE: THE BRAIN SCIENCE OF CHANGE

Think about a few changes in your life—which aspects of the brain are likely to be involved?

1. Amygdala (Fear)

Is the change sudden or announced in a dramatic way?

Does it cause you feelings of anxiety or worry?

Is any aspect obviously threatening to you?

What can you do to make yourself feel safer?

2. Entorhinal Cortex (GPS: physical space and social relationships)

Will the change affect your physical workspace or location?

Does it impact relationships or social dynamics?

Will it affect your home or neighborhood?

What can you do to quickly build new physical and social maps?

3. Basal Ganglia (Habits)

To implement the change, what new behaviors will you need to develop?

Do you currently have a habit in place? If so, identify the cue, routine, and reward.

For new behaviors, consider what the cue, routines, and rewards could or should be.

Will training be provided to help you develop the new habit?

How can you quickly get to 40–50 repetitions?

4. Habenula (Failure)

What opportunities to fail exist with this change?

Have you previously failed on a similar change? If so, what were the consequences to you?

How does your organization view failure? In that culture or environment, is it okay to take risks? What happens when people make mistakes?

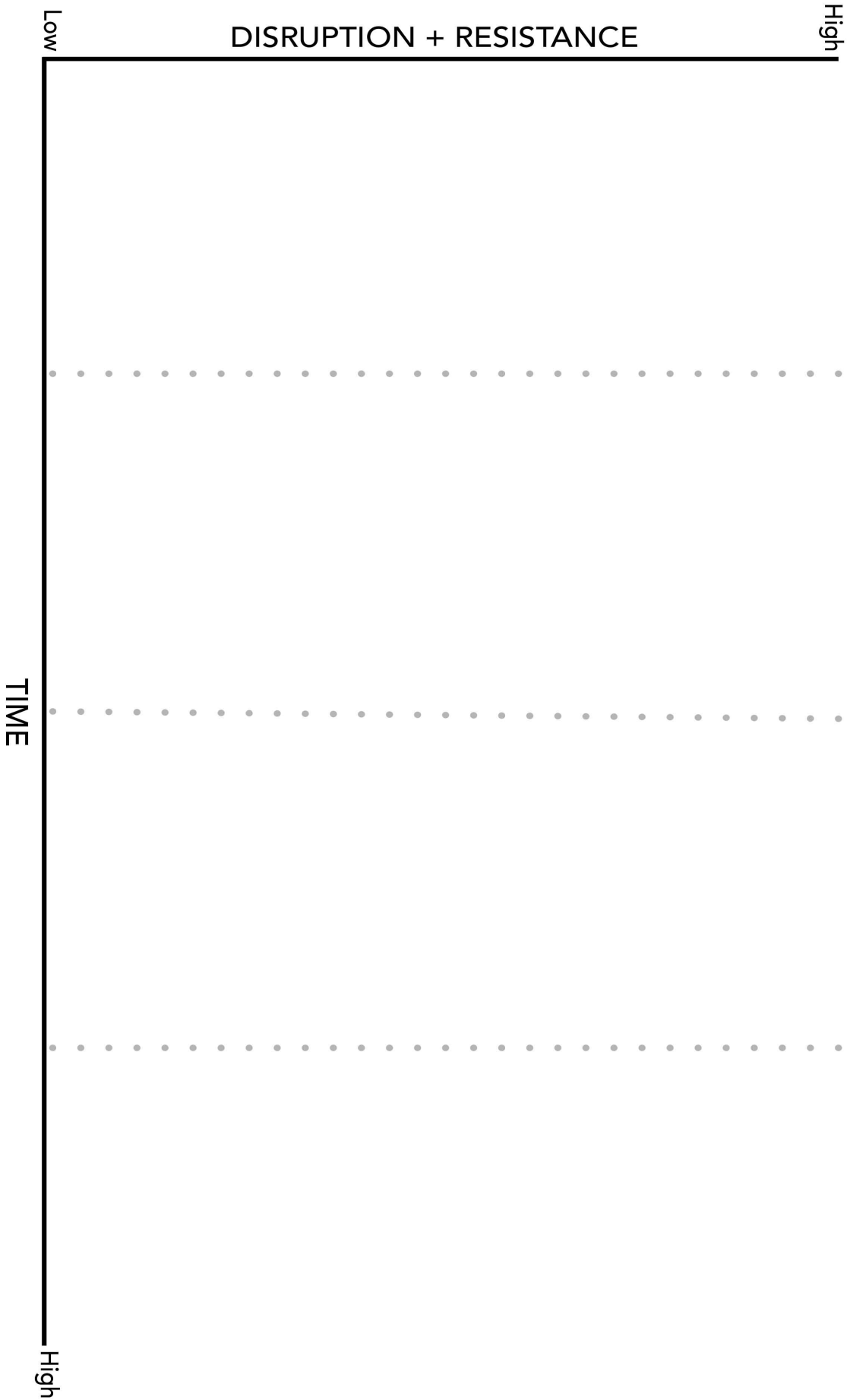
How can you create an experience that makes learning positive?

SECTION III. A NEW MODEL FOR CHANGE + TRANSITION: THE CHANGE JOURNEY

Take a few moments to apply these concepts to changes coming your way in the next 12 months. Which type of change journey best represents each of the changes you will be going through? Is it a Pebble on the Trail; a Long, Steady Trek; a Quick Hike Up a Steep Hill; or Long and Intense Climb? Next, consider your motivation for each of the change journeys. Which stick figure best represents your desire and choice? You can use arrows to represent your stick figure. Are you running (\wedge) or walking ($>$) toward the change, resisting it ($<$), or trudging through it (∇)?



Map your change journeys on the blank model on the next page. You can mark the segments with whatever time frame works best for you, like quarters, months or even weeks.



Finally, identify who the players are for each journey. Who designed each expedition? Which people are serving as trailblazers?

Who will be your guide? And who are your fellow travelers?

SECTION IV. THRIVING THROUGH CHANGE: STRATEGIES FOR SUCCESS

To help you thrive through upcoming change journeys, apply these tools to create your own personal change success plan.

Do your inventory of the change and capture key insights. Using the blank form on the previous page, map out the timeline for this specific change journey. Identify specific milestones and when the journey is scheduled to conclude. Mark your motivation and add some notes, detailing as much information as you can about the journey.

Identify ways you can increase your self-care, engage in mindfulness practices, and schedule time for play.

Explore the ten options for being an active participant. Identify some specific actions you can take in the coming weeks to help yourself succeed.

1. Learn about the journey
2. Ask questions
3. Find your own purpose
4. Partner up
5. Build a roadmap
6. Gamify the experience
7. Train for the trek
8. Rest at the resting points
9. Ask for help
10. Get off the mountain

Whether you are a traveler or a guide, explore the tools for navigation, motivation, and connection. Identify a few tools from each category that would be helpful to you. Clarify how you could create or use them.

Since psychological safety is so crucial to every group's success, identify a few ways you can help build more psychological safety with your team/colleagues.

Whether you are a traveler or a guide, explore the guide's process. Identify a few strategies from each phase that would be helpful to you. Explain how you could create or use them.

SECTION V. THE PATH AHEAD: ORGANIZATIONAL GROWTH + CONSCIOUSNESS

Take time to explore how the Greiner Curve and Laloux's model apply to your organization. Consider these questions:

Which Greiner Curve phase does your organization fall into? What indications do you see?

Are all functions at the same stage? If not, identify which functions are in which phases.

What is the next crisis point you will encounter? How can you start preparing now so that you are ready?

Using Laloux's model, which levels of consciousness does your organization exhibit? Identify how that shows up on a regular basis.

Are all functions at the same level? If not, can you identify which functions exhibit which levels.

Think about the senior leaders in your organization. Which consciousness do they each exhibit? How does their consciousness influence the organization?

Identify which consciousness your top talent exhibits. What are the gaps between their expectations and experiences?

When you consider these two models and your organization's current state, which changes are likely to unfold over the coming months and years? See if you can look ahead and form some loose predictions.

CONCLUSION

As we conclude, look over your notes from the previous questions. You should now have a robust understanding of change and how to best navigate its challenges. Take a moment to finalize your notes and create an action plan that will unfold over the next few weeks and months.

What are your three biggest takeaways from this book?

What are some actions you can take in the next 30, 60, and 90 days that will help you thrive as a traveler on a change journey?

If you are in the role of designer, trailblazer or guide for others, what are some actions you can take in the next 30, 60, and 90 days that will help make a better experience for your travelers?

Consider how you might share some of what you have learned with colleagues and leaders in your organization.

Final notes or thoughts:

Thank you for taking this learning journey with me!

Britt Andreatta

For additional resources and training materials visit
www.BrittAndreatta.com/Wired-to-Resist.