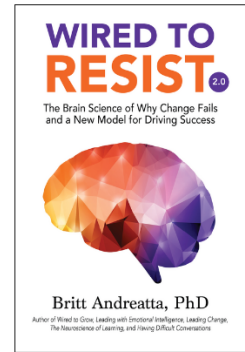


Take a Learning Journey for *Wired to Resist*

This accompanies the book *Wired to Resist 2.0: 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?

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

Have you also experienced any of the symptoms of burnout?

What does well-being mean to you?

Do you feel that your manager or workplace cares about your overall well-being?

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

Think about a few changes in your life and consider which aspects of the brain are likely to be involved.

1. Amygdala (Fear)

What might cause feelings of anxiety or worry?

What, if anything, could be perceived as threatening?

What can you do to create more safety?

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

How will physical work space or location be affected?

What are the impacts on relationships or social dynamics?

How can new physical and social maps be built?

3. Basal Ganglia (Habits)

What new behaviors need to be developed?

What training/support will be provided to help build new habits?

How can you quickly get to 40-50 repetitions?

4. Habenula (Failure)

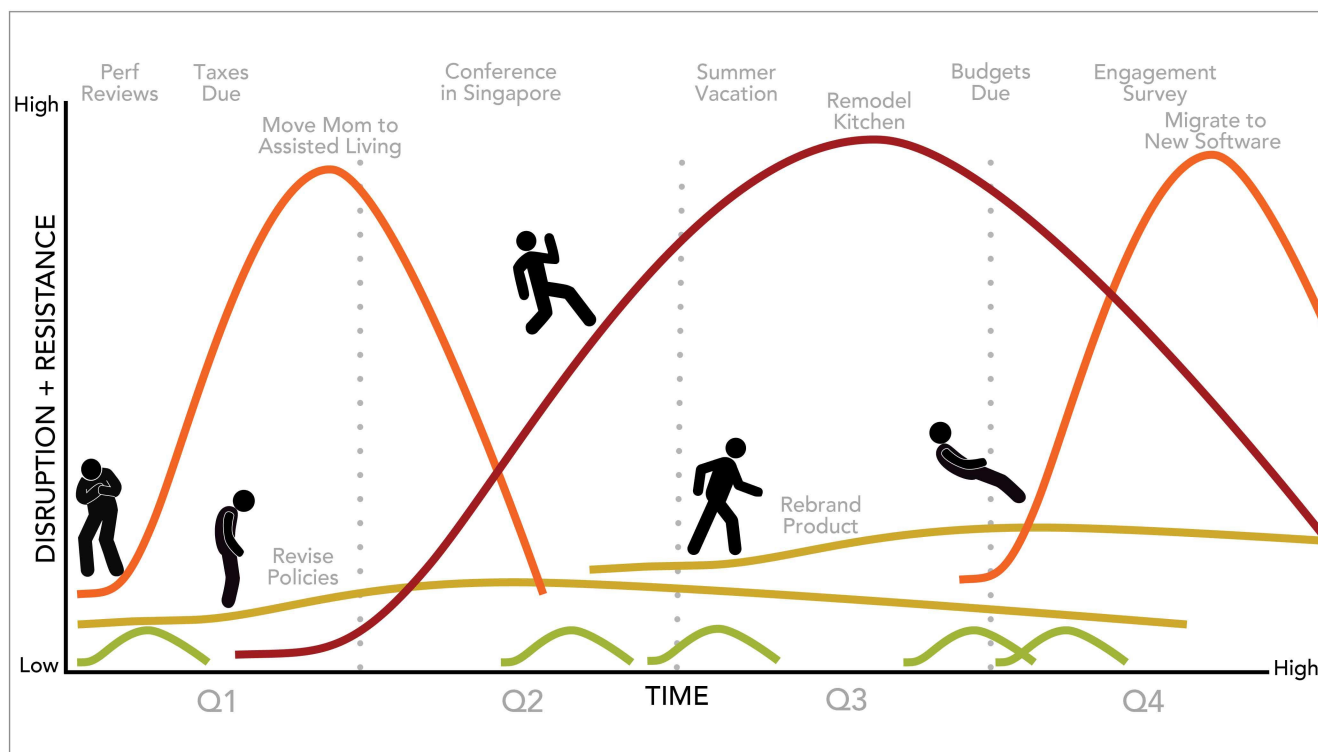
What opportunities to fail exist with this change?

What are the consequences of failure?

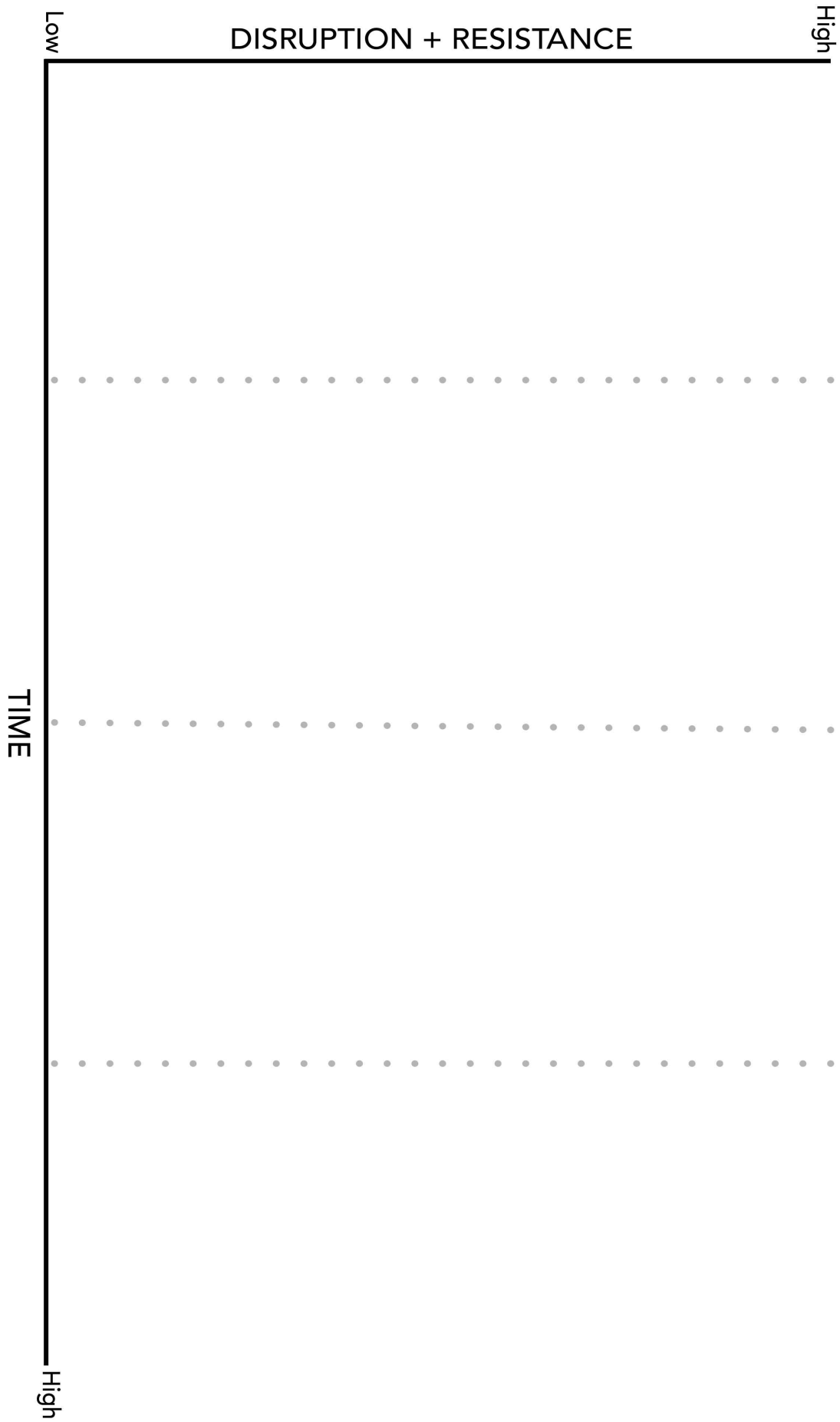
How can you create an experience that makes learning positive?

SECTION III. A NEW MODEL FOR CHANGE + TRANSITION

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 (^), or walking (>), or resisting it (<), or trudging through it (V)?



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?

Consider how you might track and address the impact of too many change journeys arriving at one time. How could you create an “air traffic controller” system to prevent change fatigue and burnout?

How did the pandemic impact your life? Did you find yourself reflecting on your values and priorities? Have you experienced post-traumatic growth as an individual? If so, how are you better or stronger than before?

Have the organizations you work with experienced post-traumatic growth? Why or why not?

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.

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 | 6. Gamify the experience |
| 2. Ask questions | 7. Train for the trek |
| 3. Find your own purpose | 8. Rest at the resting points |
| 4. Partner up | 9. Ask for help |
| 5. Build a roadmap | 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.

Read section V and identify how the four drivers of change might impact you or your travelers.

SECTION V. THE FOUR DRIVERS OF CHANGE

Take time to explore how the four drivers of change apply to your organization. Consider these questions:

Which Greiner model phase does your organization fall into? 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.

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

How has your business been impacted in the past by the environment and climate change?

Looking ahead, what threats are most likely to negatively impact your business? What can you do now to prepare to mitigate them in the coming years?

Review your past adoptions of technology. What went well and where did you struggle? Identify the strengths you can lean on and skills you need to improve moving forward.

As you consider how to maximize the use of AI, download relevant tools and templates from AIDaddy.com. How can they help you create your strategy and action plan?

SECTION VI. DESIGNING + LEADING CHANGE: STRATEGIES FOR EXECUTIVES

Take time to explore how you can utilize the various strategies for executives. Consider these questions:

Use the formula for success to analyze an upcoming change journey. What issues do you need to address to increase your success?

Apply the six-phase model of change to an upcoming change journey. Identify key elements like your lead and input teams, a futures wheel, and your communications plan to ensure successful cascades of your messaging.

Assess your quitting skills. Reflect on the six psychological biases and identify which you have experienced in the past. What new strategies can you implement now to reduce their impact in the future?

How often does your organization engage in mergers and acquisitions? Apply the 10 best practices to help you create your M&A playbook.

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, a better experience for your travelers?

Consider how you might share some of what you have learned with colleagues and leaders in your organization. For additional resources and training materials to help you with this, visit BrainAwareTraining.com

Final notes or thoughts:

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Thank you for taking this learning journey with me!

Britt Andreatta

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