

Change Leader Self-Reflection Map

Change-ready cultures start with self-aware leaders. This reflection helps you see how your own reactions, language, and behaviors shape how others experience change around you.

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AS A CHANGE LEADER...

...what are my WEAKNESSES?

*How do I reduce buy-in & commitment?
Where do I create worry or stress,
undermine, or demotivate?*

...what are my STRENGTHS?

*How do I build buy-in and commitment?
Where do I bring others along, inspire, or encourage?*

CHANGE RESISTANT

*What behaviors (intentional
& unintentional) do others
SEE from me when I am...?*

*What type of speech
(or specific words) do others
HEAR from me when I am...?*

THE EMOTIONAL JOURNEY OF CHANGE

*Reflect on a specific substantial change
you have experienced in your career.
Where did you fall on the change readiness
spectrum during this time?*

CHANGE READY

*What behaviors (intentional
& unintentional) do others
SEE from me when I am...?*

*What type of speech
(or specific words) do others
HEAR from me when I am...?*

STRESS RESPONSES

*Which stress responses am I most likely to experience?
While all change can be stressful, are these different when I am change ready versus change resistant?
How do my stress responses affect others in the workplace?*