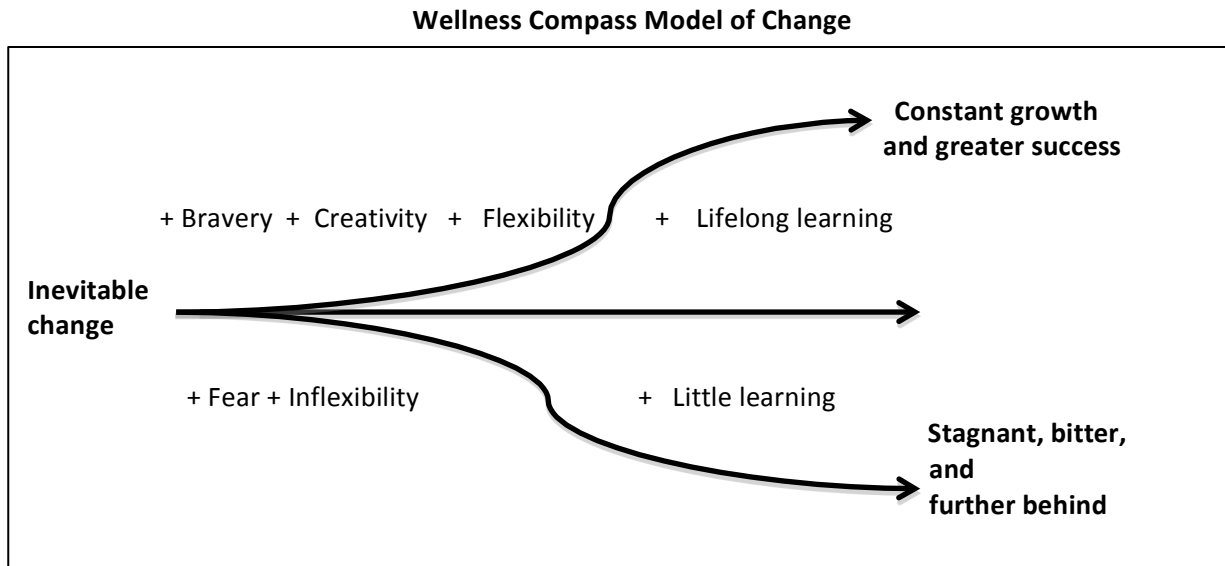


Activity 15.1: Foundations of Change

Use these activities to be more open-minded, creative and successful in any type of change

Part 1: Overall Change Assessment: Wellness Compass Model of Change

Suggestion. Place a dot in figure below that honestly represents your current position in terms of changing, flexibility, and learning. Put a star where you'd like to be.



Part 2: What type of innovation adopter are you?

Suggestions. Below are the five categories of innovation adopters. Check which category best matches how you adapt to change; place a star next to the type of adopter you would like to be.



- ___ Innovators: risk-takers who create the new ideas
- ___ Early adopters: trendsetters who realize and immediately see the benefit of the innovation
- ___ Early majority: those who adopt quickly with convincing evidence
- ___ Late majority: reluctant followers
- ___ Laggards: those who are skeptical and averse to change

For the category you starred, highlight the pros and cons of this position.

- Pros

- Cons

Is it important to either change or maintain this position? Why?

Part 3: Steps to bravely overcome fears and change⁶⁴

The process of bravely overcoming fears is similar to overcoming problems and accomplishing goals. All three are critical to getting ahead in all aspects of your life. The following suggestions, which are ordered in the sequence that they are usually applied, include tips to address anxiety and common obstacles that affect one's ability to change. Directly or indirectly, all of these tips have been incorporated into one or more other activities in this travel guide and are key components of process outlined in the Wellness Compass Journey (Chapters 21-22).

Suggestion. Place check marks next to the tips you are doing well already; star ideas you want to pursue.

- ◇ Acknowledge your fear or need to change.
- ◇ Allow yourself to make mistakes.
- ◇ Figure out what you can control and what you cannot. Let go of what you cannot change.
- ◇ Ask for support if needed. Reach out. Ask a friend for support and to help you stay accountable.
- ◇ Commit to the process 100% (or don't bother). At the very minimum say to yourself "I'm ready to start small; I commit to xxxx because it will help me zzzz"—while looking in the mirror.
- ◇ Quickly empower yourself with a clear vision: it will help maintain your motivation.
- ◇ Plan well, but start with small steps. No matter what, don't expect too much too fast.
- ◇ Have a stress-management plan in place (Or a plan B). If you need to refer to chapter 22 for ideas on how to prevent and overcome a relapse.
- ◇ Acknowledge your success. Every time, every day, and every week you are successful, acknowledge it out loud. Include it in your daily affirmations. Thank your support team.
- ◇ Reassess your success and move forward weekly or biweekly.

⁶⁴ Tips based on J. O. Prochaska, and C. C. DiClemente, "Stages and processes of self-change of smoking: toward an integrative model of change," *J Consult Clin Psychol* 51, no. 3 (1983): 390–5. Summary article available from Pro-Change at <http://www.prochange.com/trans theoretical-model-of-behavior-change>.

- ◇ Keep repeating to maintain.
- ◇ Establish bigger goals or additional goals. Keep dreaming!
- ◇

Part 4: Ways to become more open-minded and flexible.

To be more creative and innovative you first have to be more open-minded or flexible.⁶⁵ You have to allow yourself and others to safely be vulnerable and value making mistakes. You have to let go of your way being the only way or the best way. If you can't let go, then you aren't being open-minded.

***Suggestion.** Place check marks next to the tips you are doing well already; star ideas you want to pursue.*

- ◇ Create safety by creating an environment of trust and support, rather than negativity.
- ◇ Give up the black-and-white mentality and become more comfortable with gray areas.
- ◇ Allow yourself time to explore, to wonder, to consider, and to create on a weekly basis. You cannot be open-minded if you are constantly stressed, task oriented, or rushed.
- ◇ Commit to listening, observing, and considering all sides before speaking critically and making decisions. When you are ready openly discuss issues with people who have different ideas than yours with the purpose of better understanding each other's positions (not winning a debate).
- ◇

⁶⁵ D. K. Williams, "The 5 Secret Strategies to Become Open Minded," Forbes.com, 2013, retrieved on June 5, 2016, from <http://www.forbes.com/sites/davidkwilliams/2013/01/07/the-5-secret-tricks-of-great-people-how-to-become-open-minded-in-2013/>.

Part 5: Enhancing creativity.

Creativity is the mental ability to conceptualize, to imagine new ideas, and to see connections between seemingly random things. In a nutshell, it's thinking out of the box that allows you to change, progress, and move ahead in life so that you can be a full contributor.

Suggestion. Place check marks next to the tips you are doing well already; star ideas you want to pursue. Circle the tips you think will benefit you most (or add one of your own).

- ◇ Commit to allowing time for creativity in your schedule and in your life. Creativity and innovation take time. Stress, rushing, and multitasking all compromise creativity.
 - ◇ Break out of your routine. Do something different every day.
 - ◇ Observe nature. Wonder about how something occurs, ask "What if ...?" and wonder some more.
- ◇ Surround yourself with color, music, art, or dance. Visit nature daily (even if just through a picture or a plant).
 - ◇ Laugh. Make room for fun, humor, and playfulness. Read comics or watch a TV comedy.
 - ◇ Value intuition, insights, and mistakes.
 - ◇ Listen to the voice in your head and others' statements of their intuition.
- ◇ Let it flow. If either you or someone else is absorbed in a creative effort, whenever possible, let it go on until it comes to its natural conclusion or fatigue sets in.

◇

◇

Part 6. Taking action on building blocks for successful change.

In the previous section you were encouraged to check off all the ideas that you thought could help you be more courageous at changing, more open-minded and more creative. Now you are asked to put together the top 3-5 things you will actually do to make improvements. How you do this is up to you. Whatever you do you are encouraged to start with only one and do it for a week before you focus on the next strategy.

