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TeamCity Change Leadership

Challenges of Leaving Comfort & Control Behind + Creating a Felt Need

Instructions: Use this worksheet as a guide to work with your team as you guide them in exploring what they may be leaving behind as they move out of Comfort & Control. You can also make notes on the actions you might take as a leader to Create a Felt Need to move people away from the status quo.

Thinking about the change coming soon to you, your team, or your agency that you may have focused on in past TeamCity Change Leadership sessions . . .

1. **For this specific change, what do the members of my team feel that they have left behind – the things that gave them a sense of Comfort & Control?**

What aspects of their current/past work life offered them stability and a sense of security that they might now need to let go of as the change pushes the team forward into a post-COVID future?

1. **What most concerns them as they face a post-COVID future?**

What are their anxieties and fears as the City re-opens and moves to a new normal?

Creating a Felt Need

The work of a leader in the Comfort & Control quadrant involves Creating a Felt Need – to amplify the “why” of change and the consequences of *not* changing.

1. **What is your strategy for creating a felt need for this specific change facing your team? What specific questions might you ask? What data about the coming change might get people’s attention?**
2. **As the City restores in person services and many offices reopen to the public, what conversations might you need to start with your team and what actions can you take as a leader to help people recognize and effectively respond to the need for change?**