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TeamCity Change Leadership

Navigating the Learning, Acceptance, & Commitment Quadrant

Instructions: Use this worksheet as a guide to identify leadership strategies for guiding your team back to the “new normal” by reinforcing learning and insights and facilitating acceptance of and commitment to the change.

Think about a change you and your team are dealing with today or will be dealing with soon or think about how your team is responding to the evolving “new normal” as the City continues its re-opening.

1. **For this change/these changes, what percent of your team members are in the *Learning, Acceptance, and Commitment quadrant?***
2. **How is *Learning, Acceptance, and Commitment* visible in the words and behaviors of your team members as they face this change/these changes?**

What are people saying or doing that indicates that they have arrived at a new stability? To what extent do you see them integrating the lessons/insights gained from the third quadrant into their new behaviors? How are they demonstrating acceptance of and a deeper commitment to the change?

1. **What are some of the most important steps you and your team can take to solidify the gains you’ve made?**
2. **A critical step in the fourth quadrant of the Leading Change model is planting the seeds of the next change. What actions might you as a leader take to encourage your team to start thinking about the next need for change?**

Which “seeds of change” need to be planted next? What is the innovation or change that your team/agency needs to consider? What can you do in your formal or informal leadership role to help the team actively explore the next need for change?