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TeamCity Change Leadership

Where is Your Team? “Holding on to the Past/Present” or “Embracing the Possibilities?”

Instructions: Use this space to reflect on how others in your team or work area are either “holding on to the past/present” or “embracing the possibilities” of a coming change. Focus on a current/future change facing your team and make some notes for each question.

Identify a change coming soon to you, your team, your agency:

1. **What is the stability people are likely to lose with this coming change?**

What is the “stability” that the people in your area are likely to lose and what instability or “chaos” are they likely to be most concerned about?

1. **How many on your team are ready to “embrace the possibilities” of the change vs. those who are likely to “hold on” to the past/present?**

What percent of those in your work area are likely invested in “holding on” to the past or present? What percent are likely to openly embrace the possibilities of the future that are suggested by the coming change?

1. **Which Values-Based Leadership principles might inform how you as a leader approach your team members’ “Looking Back/Looking Forward” orientation, the potential loss of stability they might experience, and their openness to the promise and possibilities of the change?**
* Self-Reflection:
* Balance & Perspective:
* Life Long Learning:
* Humility & Empathy: