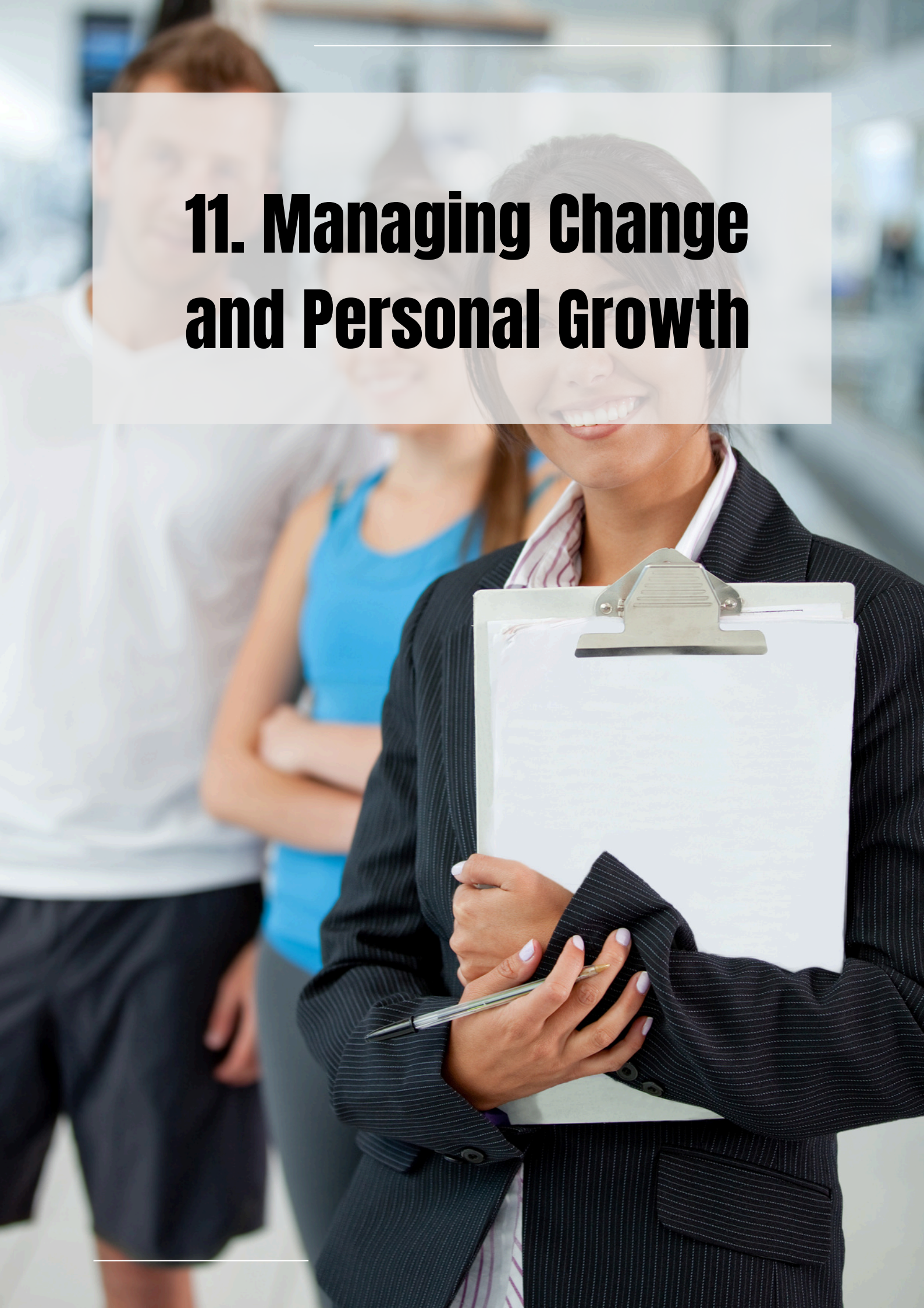


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# **11. Managing Change and Personal Growth**



# Exercise: Leading Change

## Instructions:

1. Think about a significant change your organization requires. It could be anything from adopting new technology to embracing a culture of quality. Briefly outline the change you envision.
2. As the leader driving this change, formulate how you would explain the need for this change to your colleagues. What key points would you include to highlight both the necessity and the advantages of this change?
3. Identify both the formal and informal leaders within your organization whose backing is essential for the change to take hold. Who are they, and why is their support critical?

# Exercise: Adapting to Change Self-Reflection

So how are you dealing with change?

1. Think about a time you faced change at work. Was your reaction more negative than positive? Identify why (e.g., fear for job security, lack of consultation).
2. Focus on a present or future change at work. Set aside personal concerns momentarily. Consider the change's potential benefits for the organization. How might it lead to improvements?
3. How can you support or adapt to this change? Think about how this could increase your relevance or influence at work.

# Exercise: Strengths and Weaknesses

## Exercise: Self-Reflection on Strengths

Here's a little exercise to help you identify them:

### 1. Three Words Description:

- Think about how your closest peeps - family, friends, partner - would describe you in just three words.
- Maybe it's something like: Thoughtful, enthusiastic, driven.

### 2. Proudest Qualities:

- Jot down three personal traits you're most proud of.
- Could be things like: Curiosity, reflectiveness, optimism.

### 3. Success Attribution:

- Think back on a past win. What traits of yours do you think made it happen?
- Maybe it was your vision, determination, humility - you get the idea.

### 4. Feedback Reflection:

- What positive feedback do you tend to get from colleagues or bosses?
- Common themes might be: Principled, quick learner, strategic thinker.

## Exercise: Acknowledging Weaknesses and Triggers

Here's another little exercise to help you get real:

### 1. Inner Critic's Chants:

- What does that pesky inner critic of yours tend to say?
- Maybe it's stuff like: Easily distracted, overly concerned with others' opinions, hesitant to speak up.

### 2. Wished-for Gifts:

- If a fairy godmother could grant you three qualities you don't have right now, what would you ask for?
- Maybe it's unwavering confidence, clarity of thought, persuasive power - whatever you feel you need.

### 3. Personal Triggers:

- What situations or behaviors really get under your skin?
- Could be things like perceived injustice, people doubting your abilities, dealing with big egos.

### 4. Feedback for Improvement:

- Think about the most common suggestions you get from others on how you could be even better at what you do.
- Might be things like: Be more direct, take more risks, simplify your explanations.

# Asking for Feedback Exercise

**Objective:** Gather feedback from your manager and peers to inform your professional growth over the next week.

**Steps:**

**1. Select feedback opportunities:**

- 1 from your manager
- 2 from peers

**2. Focus on specific areas you're working on**

**3. Collect feedback:**

- Ask for input from chosen individuals
- Write down insights gained

**4. Reflect on feedback:**

- Consider how this outside perspective can shape your growth strategy
- Use insights to inform your action plan

# Quick Growth Mindset Check-In for New Managers

1. Identify a recent managerial challenge.
2. Ask yourself:
  - How did I initially react?
  - What can I learn from this?
  - How can I improve next time?
3. Write down one action to take this week based on your reflection.
4. Set a reminder to review your progress in one week.

# Exercise: Worst-Case Scenario Breakdown

## Steps:

1. Identify a worrying managerial situation
2. Describe the worst possible outcome
3. Rate the likelihood of this outcome (1-10 scale)
4. List 3 ways you'd cope if it happened