# Immunity to Change (ITC) Coaching Model – Coach Guide

## Purpose of the Model

The Immunity to Change (ITC) Model, developed by Robert Kegan and Lisa Lahey, helps clients uncover hidden assumptions that block change. It reveals competing commitments and limiting mindsets that create an 'immunity' to desired change.

## Visual Representation

[Insert diagram here: boxes/arrows showing model flow]

## How to Conduct this Model

### Step 1: Commitment to Change

- What is your improvement goal?

- Why does this matter to you?

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### Step 2: Behaviours Preventing Change

- What behaviours work against this goal?

- What actions undermine progress?

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### Step 3: Hidden Competing Commitments

- What unspoken commitments stop you from changing?

- What fears drive these commitments?

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### Step 4: Big Assumptions

- What assumptions do you hold as true?

- How do these shape your behaviours?

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### Step 5: Testing & Reframing

- How can you test these assumptions safely?

- What reframes would support change?

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### Step 6: New Practices

- What practices can reinforce change?

- What support systems will you use?

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