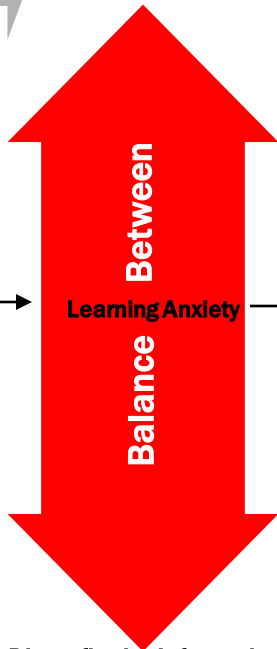


Lewin Change Model

- 1. Working in groups
- 2. Parallel learning systems
- 3. Practice fields & Learning Labs
- 4. Positive vision
- 5. Managed steps
- 6. Coaching

Psychological Safety



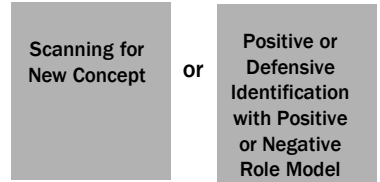
Cognitive Redefinition / Framing or Reframing

How we learn something new when dealing with thought processes, feelings, values and attitudes.

New information that has one of the following impacts.

1. Semantic Redefinition: Words mean something different from what we assumed.
2. Cognitive Broadening: A given concept can be more broadly interpreted than what we had assumed.
3. New Standards of Judgment or Evaluation: We learn that the anchors we used for judgment & comparison are not absolute, and we use a different anchor or scale of judgment

Learned Through:



How Learned:

Through conversation one may be able to SEE something from a new perspective or new model.

With a new role model

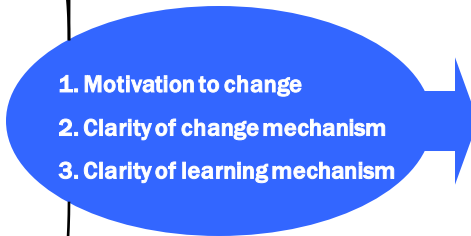
Basic exposure to a variety of new information that might reveal a solution.

Scan by: Reading, Traveling, Talking to People, Hiring Consultants, Going Back to School.

The best and most stable solution will be one that the learner has invented for the self.

Engage the entire group that holds the norms that support the old behaviors.

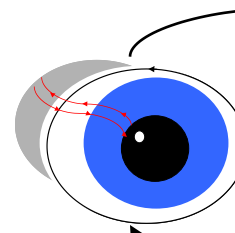
If yes



Theory of PRACTICE

How to go about producing the change

If no



Theory of THING

What is being interacted with

Survival Anxiety or Guilt

Learning Anxiety

Accept

Do care about it.

Disconfirming Information

Do not care about it.

Denial