**Immunity to Change Map[[1]](#footnote-1): Template and Question Prompts**

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| **1. Commitment (improvement goal** | **2. Doing/not doing instead** | **3. Fears & competing commitments** | **4. Old Assumptions** | **5. New Assumptions** |
| *What am I committed to do or improve to support my personal growth? What is my personal “learning edge”?* | *What behaviors do I choose that don’t support this improvement goal?*  *What are my conscious or unconscious patterns that undermine this goal?*  *What am I doing that may be impacting others in a negative way?* | *What am I afraid of when I engage in these undermining behaviors?*  *What am I most worried will happen if I choose this new commitment?*  *What do I appear to be more committed to instead?*  *If I am honest, what do I seem to want more?* | *What are the beliefs I hold to that keep me from achieving this commitment?*  *What are the assumptions I make consciously or unconsciously that sabotage my improvement goal?* | *What are the new assumptions I can choose about myself and the world that will support me in this commitment?* |

1. From An Everyone Culture, Chapter 6, by Robert Kagen and Lisa Laskow Lahey, HBR Publishing, 2016 [↑](#footnote-ref-1)