QUICK QUESTIONS:

What’s a change in your life that you hated?

What’s a change in your life that you loved?

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Growth Mindset vs. Fixed Mindset

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“*It is not necessary to change. Survival is not mandatory*”

—W. Edwards Deming
When do we adopt new ideas and innovations?

Innovators: Comfortable with risks, often in a privileged situation that can ease impact of failure.

Early adopters: Often opinion leaders, not on the bleeding edge, but strategically choose where they want to lead.

Early Majority: Less likely to be opinion leaders, but have a lot of access to opinion leaders.

Late Majority: Tend to be more skeptical of changes, their status in a given situation may contribute to a more conservative approach to change.

Laggards: Typically focused on "traditions," unlikely to be opinion leaders, avoid change agents. Often older with smaller social circles.

QUICK QUESTION:
We all lead in different areas. Are you ever an Early Adopter? Are you Late Majority or Laggard at times?

“Those who expect moments of change to be comfortable and free of conflict have not learned their history”

—Joan Wallach Scott
Why do we adopt new ideas and innovations?

**Relative advantage:** Is this new idea or innovation better than the status quo? Will it make things easier, faster, more efficient or even more enjoyable? □✔ □☐

How could you discover the relative advantage of a change you are experiencing? ________________
______________________________________________________________________________
______________________________________________________________________________

**Compatibility:** Does this fit well with your pre-existing system or will other things need to change to accommodate adoption? □✔ □☐

How could you better understand the compatibility of a change you are experiencing? ________________
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**Complexity:** How difficult is the new idea to understand? How complicated is a new innovation or process to learn? □✔ □☐

How could you reduce the complexity of a change you are experiencing? ________________
______________________________________________________________________________
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**Trial-ability:** Can you try it out, test it, demo it before you decide? □✔ □☐

How could you trial a change you are experiencing? ________________
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**Observability:** Can you do a mental trial before adopting? Can watching earlier adopters help you figure out how the new idea or innovation will fit into your life? □✔ □☐

How could you observe or mentally trial a change you are experiencing? ________________
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“Your life does not get better by chance; it gets better by change”

—Jim Rohn
“By changing nothing, nothing changes” —Tony Robbins

Next Steps

We can develop a growth mindset, shift our perspectives and build comfort with change by actively seeking out change and variety. We become more accepting of change by exposing ourselves to more change. Changes we choose and control are often the easiest.

Activities to seek out change:

- Take a different route to work every day for a week
- Prepare a new recipe for dinner
- Switch up your workout routine
- Sleep on the other side of the bed
- Eat lunch in a new location
- Watch a genre of tv or movie you usually avoid (for example romcom, scifi, horror, foreign language, documentary, indie, action)
- Leave for work 10 minutes early
- Rearrange your furniture
- Use a music service like Pandora, Spotify or YouTube to listen to an artist your never heard

Recommended Resources

pinterest.com/onebonnie/change/

“After you’ve done a thing the same way for two years, look it over carefully. After five years, look at it with suspicion. After ten years, throw it away and start all over”

—Alfred Edward Perlman