

Acceptance Planning

AVOID THIS	BY ASKING YOURSELF THIS	AND MAKE A PLAN	
Loss of Control	Have I left room for choice wherever possible?	Things people can choose about this change: 1. 2.	My very next step:
Surprise	Have I shared my thought process along the way?	Things my people don't know: 1. 2.	
Everything Seems Different	Have I given a cohesive purpose to the change?	"We are changing because _____." The last time I said this: The next time I'll say this:	
Loss of Face	Have I respected and honored those involved in getting us to today?	People/departments to publically honor: 1. 2.	
Concerns of Competence	Have I outlined new skills needed and provided support?	Most likely underdeveloped skills: 1. 2.	
More Work	Have I taken away responsibilities as I've added more?	Removed/back-burnered projects/focus areas: 1. 2.	
Past Resentments	Have I made right any past negative experiences of change?	Things people are most likely still upset about: 1. 2.	
The Slog	Have I planned for quick wins?	Early shots of dopamine: 1. 2.	