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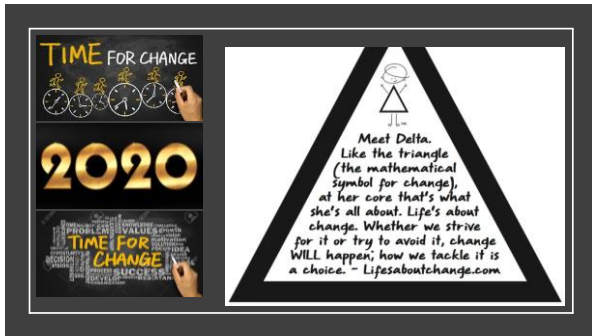
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**CHANGE AGENCY IS NOT FOR THE FAINT OF HEART:**

**4 STEPS TO STRENGTHEN YOUR RESOLVE**

**Step #1:**  
Comfort Zone  
Exploration via  
Zone of Proximal  
Development

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- ❖ Stepping outside our comfort zone to embrace change can be daunting, even debilitating.
- ❖ The Fear Zone can act as a blocking agent to Change.

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Iny (2016) suggests aligning your approach to growing outside your Comfort Zone to Vygotsky's Zone of Proximal Development.

**VISUALIZING THE ZONE OF PROXIMAL DEVELOPMENT**

**Growth Mindset**

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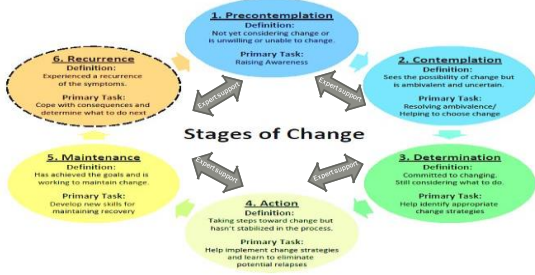
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# CYCLE OF CHANGE AGENCY




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As the GEARS of TIME turn, keep In mind how COMFORT ZONE and ZONE of PROXIMAL DEVELOPMENT play a role in establishing a culture of positive, sustainable CHANGE.




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**CHANGE AGENCY IS NOT FOR THE FAINT OF HEART:**

4 STEPS TO STRENGTHEN YOUR RESOLVE

**Step #2:**  
 Seek to Understand before being Understood

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**COVEY HABIT #5: SEEK TO UNDERSTAND BEFORE BEING UNDERSTOOD**

3. *Seek first to understand, then to be understood*

- Most people want to make their point first, or are so busy looking for opportunities that they fail to hear & understand the other party
- Different *levels of Listening*:
  - Hearing but ignoring
  - Pretending to listen
  - Selective listening(hear only what u want to hear)
  - Attentive listening without evaluation(lecture notes)
  - Empathic listening(with intent to understand)

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Most people do not listen with the intent to understand. They listen with the intent to reply.

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**CHANGE AGENCY IS NOT FOR THE FAINT OF HEART:**

4 STEPS TO STRENGTHEN YOUR RESOLVE

**Step #3:**  
Create BRAVE Space

Dr. Barbie Radcliffe and Dr. Karen Terry

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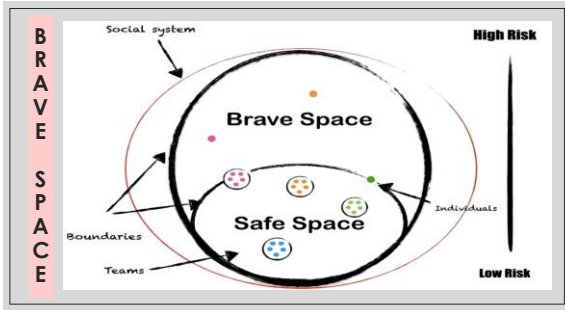
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Safe Space Guideline	Brave Space Reframe
Agree to Disagree	Controversy with Civility
No Personal Attacks	Distinguish Between Ideas and People
Don't Take Things Personally	Take Care of Yourself
Assume the Positive Intent	Own Your Intentions AND Your Impact
Respect Others	Controversy with Civility

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**CHANGE AGENCY IS NOT FOR THE FAINT OF HEART:**

4 STEPS TO STRENGTHEN YOUR RESOLVE

**Step #4:**  
Fixate on Fixed Mindsets

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**FIXED MINDSETS STUNT GROWTH BARRIER TO POSITIVE CHANGE**

- Fixed Mindsets are prohibitive
- Not enough to foster growth mindset
- Necessary to acknowledge the damage fixed mindsets can cause on the path to positive, sustainable change

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IDENTIFY MINDSET  
IDENTITY WHEN FOSTERING CHANGE

Which are you?

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Change Agency Is Not for the Faint of Heart:  
4 Steps to Strengthen Your Resolve

- Step 1 - Comfort Zone Exploration via Zone of Proximal Development
- Step 2 - Seek to Understand before being Understood
- Step 3 - Create BRAVE Space
- Step 4 - Fixate on Fixed Mindsets

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**QUESTIONS/  
COMMENTS**

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