

TEAM TIME

August 18, 2021

3:30 – 5:00 EDT

1:30 – 3:00 MDT

12:30 – 2:00 PDT

Team debriefing session to:

Apply the Learn Phase tools addressing the interests of the State, County or Tribe including:

1. Explore organizational readiness for change
2. Delineate individual stakeholder motivations and engagement strategy
3. Explore environmental factors that are likely to help or hinder the proposed change

UNPACKING RESISTANCE TO CHANGE

Commitments

What do we want to change?

Type here...

Doing/not doing instead

What prevents the commitments from being fully realized?

Type here...

Collective hidden commitments

What is the fear if we do other than this?

We are also committed to....

Type here...

Big assumptions

We assume that....

Type here...

INDIVIDUAL MAPPING TEMPLATE

Motivation

What motivates me to change?

What are my motivations to keep things the same?

Type here...

Ability

What abilities or skill do I need for this change?

Do I have them?

Type here...

Progress

How can I make progress?

What opportunities do I need to practice this change?

Type here...

COM-B TEMPLATE

Definitions		Capability		Definitions		Opportunity		Definitions		Motivation	
Staff understanding and ability to carry out a job, education and training	Knowledge and skills	 Roses Type text here...	 Thorns Type text here...	How the physical environment helps or hinder staff members' ability to do their work	Work environments and supports	 Roses Type text here...	 Thorns Type text here...	What drives staff to do their jobs?	Goals and intentions	 Roses Type text here...	 Thorns Type text here...
How different job responsibilities are prioritized, what parts of the job are emphasized?	Organization and attention	Type text here...	Type text here...	How interactions with co-workers help or hurt staff members' ability to do their work.	Peer supports and pressures	Type text here...	Type text here...	Staff members believe they can be successful	Self-confidence	Type text here...	Type text here...
Expectations for carrying out job duties	Professional role and identity	Type text here...	Type text here...	What will happen if staff do not perform their job satisfactorily	Consequences	Type text here...	Type text here...	How staff respond to setbacks and challenges	Emotion and outlook	Type text here...	Type text here...