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In Immunity to Change, authors Robert Kegan and Lisa Lahey show how our individual beliefs--along with the collective mind-sets in our organizations--combine to create a natural but powerful immunity to change. By revealing how this mechanism holds us back, Kegan and Lahey give us the keys to unlock our

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potential and finally move forward.

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and finally move forward. A recent study
showed that when doctors tell heart

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patients they will die if they don't change their habits, only one in seven will be able to follow through successfully.

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individual beliefs--along with the collective mind-sets in our organizations--combine to create a natural but powerful immunity to change. By revealing how this mechanism holds us back, Kegan and Lahey give us the keys to unlock our potential and finally move forward.

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How to Overcome Immunity to Change A
Change of the Guard. Kegan and Lahey
see our resistance to change as an
immune system of sorts, and they note
that our... The Making of an Immunity
Map. At the top of this first column, write
your goal — something with a big payoff

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that... Experiment With ...

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**How to Overcome Immunity to
Change - Experience Life**

Kegan and Lahey created a tool called
the Immunity Map in their book
(Immunity to Change: How to Overcome
It and Unlock the Potential in Yourself
and Your Organization, 2009) to help

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leaders identify internal obstacles and determine how to approach them and bring about new results in the diagram below the immunity map has been populated as an example of how an executive's subconscious competing environments prevent them from achieving full potential.

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Creating an Immunity to Change Map is a simple way to bring to light the personal barriers to change. It starts by outlining the client's commitment to an improvement goal. Then it sketches out the things that he or she is either doing or not doing that prevent progress

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towards the achievement goal.

Yourself And Your Organization

What is Immunity to Change? | Next Step Partners

immunity to change for individuals as well as for collec-tives. Immunity maps are used to explore immunities in . order to unlock by investigating underlying competing .

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(PDF) Immunity to change: how to overcome it and unlock ...

Kegan and Lahey define immunity to change as a "hidden commitment", with an underlying root cause, that competes and conflicts with a stated commitment to change. It these hidden commitments that cause people to not change and to

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Immunity To Change - Why Is Personal Change So Difficult?

MAPPING YOUR IMMUNITY TO CHANGE.

Download your immunity map worksheet. Step 1: Get goal-oriented. In column one, identify the areas in your life that are due for a positive change.

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These might include things like saving more money, becoming a better listener, or switching careers. Underneath, list the actions that will help you achieve your goal.

The Surprising Reason We Don't Keep Our Resolutions (and ...

Book review of Immunity to Change:

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How to Overcome It and Unlock the
Potential in Yourself and Your
Organization by Robert Kegan and Lisa
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Immunity to Change is a rare gem of a
book in the leadership field with an

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Immunity Diagnostic tool that creates profound personal insight and growth in a short space of time. As the authors state the emphasis of this book is more toward development than leadership techniques or theories and I had not expected to find such a personally ...

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Overcome It and Unlock the ...
Take stock of the things you do instead of the behaviors that could create positive change. You don't need to explain or understand your obstructionist behaviors. Just notice them and write them down. Define your actions, not your feelings.

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full article, "How to ...**

Immunity to Change: How to Overcome
it and Unlock the Potential in Yourself
and Your Organization is a 2009 book
written by Robert Kegan and Lisa
Laskow Lahey. It has updated examples
of their experience using their immunity
to change concepts first introduced in

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Unlock The Potential In
their 2001 book, *How the Way We Talk
Can Change the Way We Work.*

Leadership For The Common **Immunity to Change - Lean East**

Immunity to Change Template -
Individual Based on: Immunity to
change: How to overcome it and unlock
the potential in yourself and your
organization. Kegan, R., & Lahey, L. L.

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(2009). Harvard Business Review Press.
Generating Ideas: The “One Big Thing”
Commitment (One Big Goal) Doing/Not
Doing (working against goals) Hidden
Competing Commitment

Immunity to Change Worksheet - Individual

What is Immunity to Change? Immunity

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is when there's a part of us that wants to move in one direction e.g. towards an important goal and at the exact same time there is a part of us that is unconsciously driven to actually accomplish a goal that is in tension with the very important goal we want to accomplish. If you don't see your IMMUNITY you will continue to be stuck.

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So what you have is a version of a foot on the gas pedal and a foot on the brake at the exact same time.

#12 Immunity to Change with Lisa Lahey | Meet My Potential

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and Your Organization. Hardcover - 13
January 2009. by Robert Kegan (Author),
Lisa Laskow Lahey (Author) 4.5 out of 5
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editions.

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