



Revising Your Approach to Change-Making

Instead of:	Try this:
I only attempt to change things I have the power to control.	Within every system within and around me, I have the ability to effect change.
I regard what I want to change as "other."	I recognize that I am part of the system and part of what needs to be changed.
I see change as a struggle.	I recognize that many individuals making small changes add up to creative transformation.
I try to persuade others to my point of view.	I spend time listening to a variety of others, so that together we can form a comprehensive picture of the situation.
I try to get others to help.	I work with others on a plan we're all invested in.
I try to influence those who have the power to make the change I want.	I don't wait for those in power to make changes for me. But I also know that, as change works its way up from the grassroots level, people in influential positions become willing to listen and help.
I research the topic.	An essential part of my research is the conversation that takes place amongst others who are also part of the system I'm working with.
I figure out the best solution.	I work with others to come up with a plan that operates from numerous angles, on multiple levels, over time.
I make a plan and follow it.	I realize that any plan will require continual refinement and revision during the course of its implementation.
I start implementing my plan as soon as I am ready.	I look carefully at the rhythms of the system, in order to apply any actions at opportune times.
I just try something and see if it works.	I try those approaches that offer the most leverage and that tap into the energy, processes, and relationships within the system. And I continually assess to see what effects they are bringing about.
I try a bunch of things until one of them works.	Out of my array of approaches, I see which ones mutually reinforce, seeking for the synergy that arises from complementary strategies.
I give up fairly quickly if my solution isn't working.	I realize that systems may change slowly and that efforts to influence real change will usually need to persist over time.