

The Six Sources of Influence to Manage Change Worksheet

MOTIVATION

ABILITY

PERSONAL

Do I want it?

Make the change less painful.

Can I do it?

Ensure necessary skills.

SOCIAL

Are others encouraging me to do it?

Harness peer pressure.

Are others helping me to do it?

Find strength in numbers.

STRUCTURAL

Is the environment right for me to do it?

Offer rewards and demand accountability.

Does the environment support me doing it?

Change the environment.