

Becoming an Evocative Coach Practice Guide
Chapter 7: Activity 3

Activity 7.3 Immunity to Change: Review the *Immunity to Change* process in Chapter Seven. Then view the video of Megan coaching with the *Immunity to Change* process (in the Coaching Recordings/Videos Folder). Next use the *Immunity Map* on the next page to help guide a discussion with a volunteer. Develop a plan to confront something she or he has been procrastinating or putting off, or perhaps where, for some reason, there has been a lack of follow-through.

Immunity to change work will only be effective when the commitments chosen are:

- viewed as true by the one making the change
- chosen by the one making the change
- viewed as an area where there is room for improvement
- viewed as important by the one making the change

Column One Question: What are you committed to doing that would make you more successful?

Column Two Question: What are you actually doing or not doing that works against those first column commitments?

Column Three Question: What are the hidden or competing commitments that keep the Column Two behaviors in place?

Column Four Question: What mindsets keep the system in place?

Immunity Map Worksheet

Name:

Date:

Commitment
(Improvement goals)

Doing/Not Doing Instead
(Behaviors that work against
the goals)

Hidden Competing
Commitments

Worry Box

Big Assumptions