



The Right Reflection™

See Clearly • Act Boldly • Live Fully

## The Three Change Styles

| Conservers  | Pragmatists  | Originators  |
|---|--|--|
| <ul style="list-style-type: none"><li>• Accept structure</li><li>• Prefer retaining existing systems and paradigms</li><li>• Prefer gradual change</li><li>• May appear cautious and inflexible but do ask the hard, detailed questions</li></ul> | <ul style="list-style-type: none"><li>• Explore structure</li><li>• Operate as mediators and catalysts</li><li>• Prefer change that best serves the function</li><li>• May appear reasonable, practical and flexible but also noncommittal</li></ul> | <ul style="list-style-type: none"><li>• Challenge the structure</li><li>• Enjoy risk and uncertainty</li><li>• Prefer quicker, more expansive and radical change</li><li>• May appear disorganized and undisciplined but are original thinkers</li></ul> |

### With The Change Style Indicator® participants will:

- Learn about three unique styles for dealing with change
- Discover their personal position on this continuum of change style preferences
- Learn how a preferred style affects how others perceive an individual and how a style influences the perception of others
- Determine the “traps” in their style that can limit a leader’s flexibility and ability to lead
- Explore the advantages and strengths that each style offers in a team effort
- Improve interpersonal communication and understanding
- Avoid conflicts and reduce unproductive meeting time
- Realize the value of all perspectives when resolving issues
- Improve teamwork
- Enable the group’s creativity and innovation
- Increase collaboration and cooperation
- Reach the “win/win” solution more quickly

**Interested in a Change Style Workshop?** [Pam@TheRightReflection.com](mailto:Pam@TheRightReflection.com)

The Change Style Indicator can be found *here*