New Mexico High School Redesign Teams
People and Change
The Paradox of Resistance
February 20, 2020

Paradox

noun – a seemingly absurd or self contradictory statement or proposition that when investigated or explained may prove to be more founded or true.

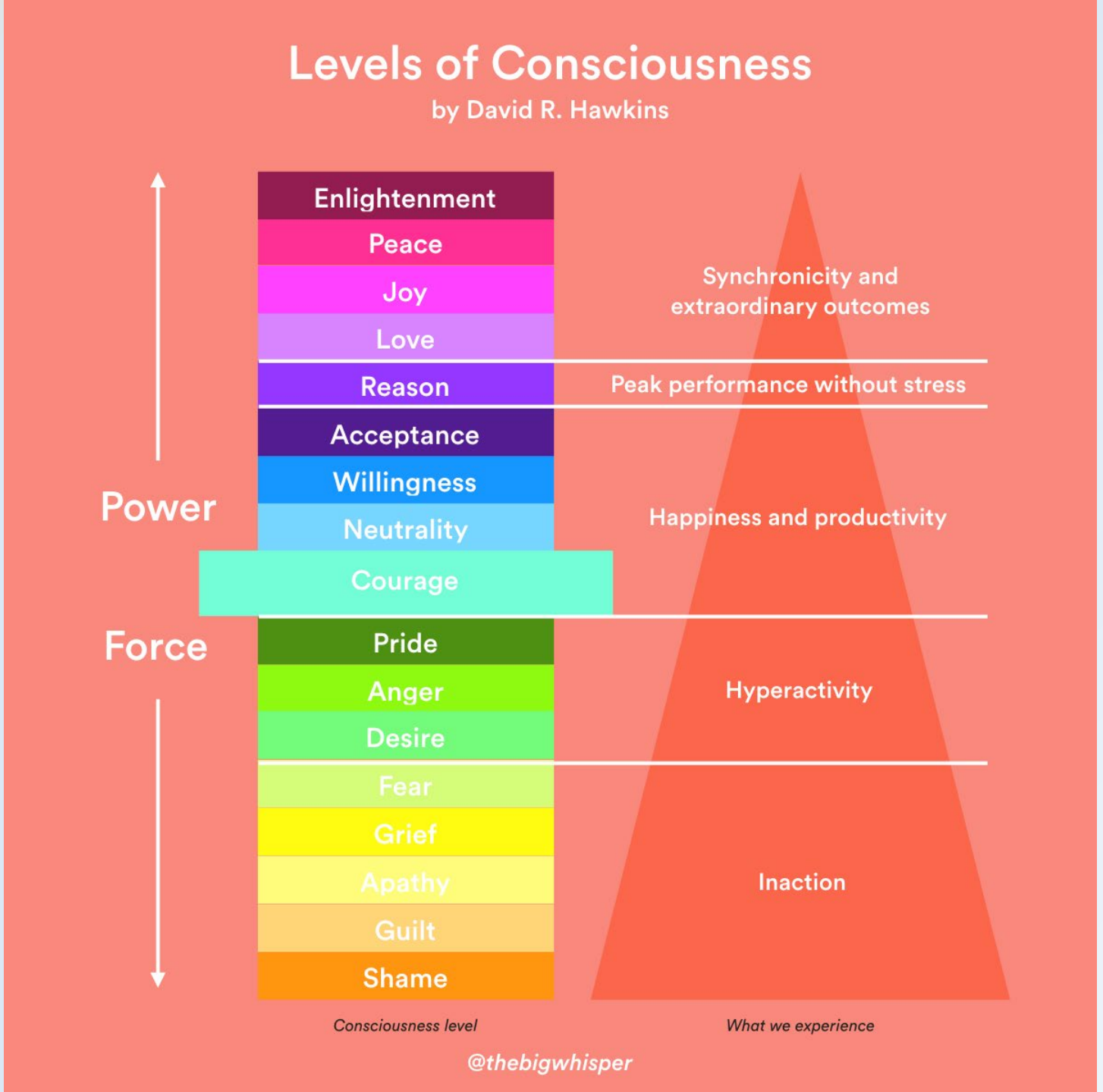
Turn and talk – think about a time you were highly resistant to a new innovation/situation.

What were the underlying factors?

What we resist persists

Root Causes of Resistance

- Lack of awareness of why the change was being made
- Impact on current job role
- Organization's past performance with change
- Lack of visible support and commitment from managers
- Fear of job loss


Levels of Consciousness
by David R. Hawkins
Enlightenment
Peace
Joy
Love
Reason
Acceptance
Willingness
Neutrality
Courage
Pride
Anger
Desire
Fear
Grief
Apathy
Guilt
Shame
Power
Force
Synchronicity and extraordinary outcomes
Peak performance without stress
Happiness and productivity
Hyperactivity
Inaction
Consciousness level
What we experience
@thebigwhisper

Core Values shifting to Accidental Values

Culture = Core (intentional values) + Accidental (unintended values)

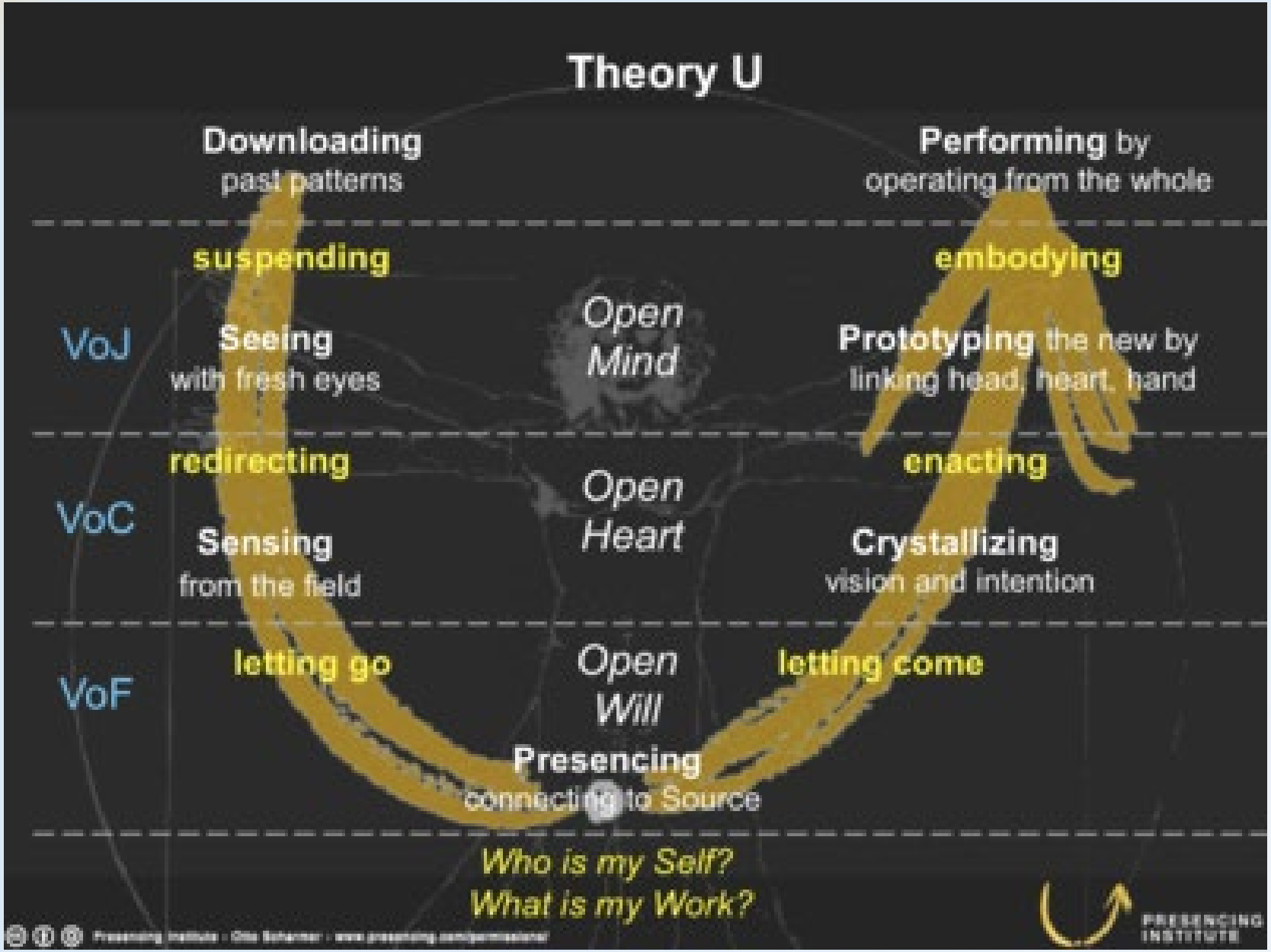
"We're driven, we get stuff done. But it can be pretty abrasive as well, so we're afraid to make mistakes."

"We're warm, friendly, and mission-driven. But at times we can be soft and miss deadlines, and I don't think we're good at holding anyone accountable."

"It's a very data-focused, engineering driven org. But we've been described as 'tech-bro's,' and hardly anyone working here is older than 30."

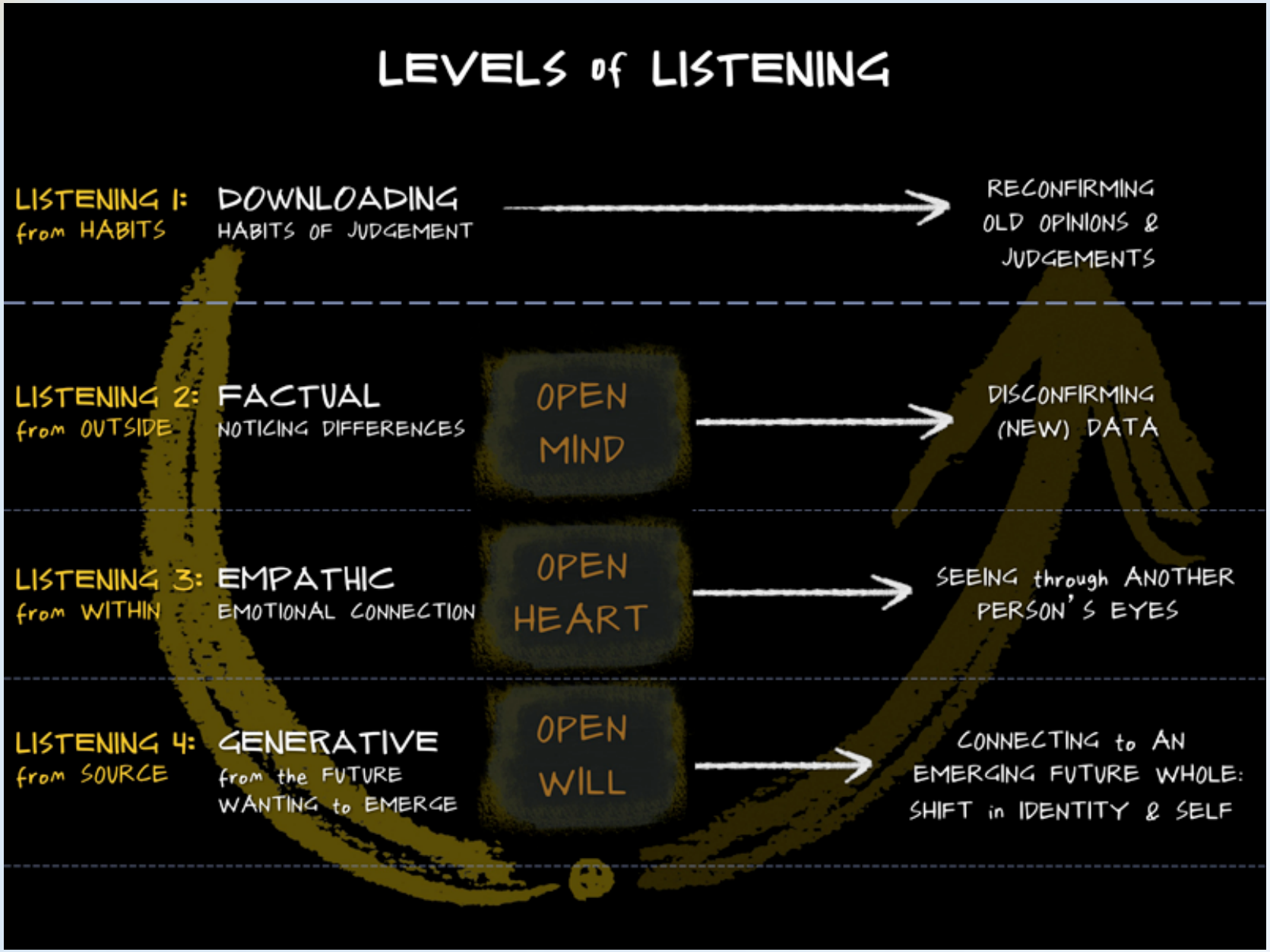
Table Talk

If you were to name a Core Value paired with unintended Accidental Value at your campus that may contribute to what appears to be “resistance” to ”the new” what might that be?


Theory U
Downloading
past patterns
Performing by
operating from the whole
suspending
embodying
VoJ
Seeing
with fresh eyes
Open
Mind
Prototyping the new by
linking head, heart, hand
redirecting
enacting
VoC
Sensing
from the field
Open
Heart
Crystallizing
vision and intention
VoF
letting go
Open
Will
letting come
Presencing
connecting to Source
Who is my Self?
What is my Work?
PRESENCING
INSTITUTE

Generative Listening

https://www.youtube.com/watch?v=eLfXpRkVZaI&feature=youtu.be


LEVELS of LISTENING
LISTENING 1: from HABITS
DOWNLOADING
HABITS OF JUDGEMENT
RECONFIRMING OLD OPINIONS & JUDGEMENTS
LISTENING 2: from OUTSIDE
FACTUAL
NOTICING DIFFERENCES
OPEN MIND
DISCONFIRMING (NEW) DATA
LISTENING 3: from WITHIN
EMPATHIC
EMOTIONAL CONNECTION
OPEN HEART
SEEING through ANOTHER PERSON'S EYES
LISTENING 4: from SOURCE
GENERATIVE
from the FUTURE WANTING to EMERGE
OPEN WILL
CONNECTING to AN EMERGING FUTURE WHOLE: SHIFT in IDENTITY & SELF

Design Time

What insights might be emerging for you about your implementation and what may look like resistance to change?

Is there a commitment you might be willing to generate as High School Redesign Team that helps others to see themselves in the "new" being crafted?