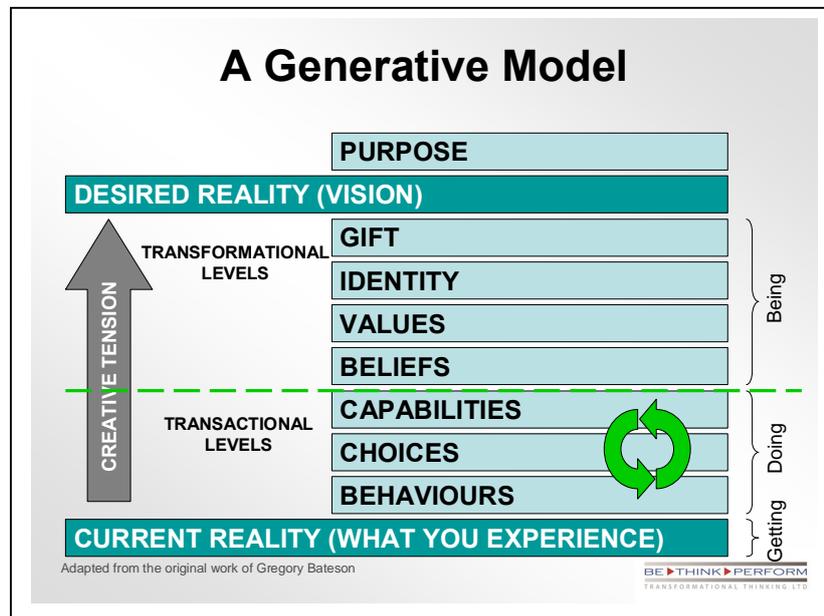


The Generative Change Model

A template for Self Leadership



Generative change is a term applied to changes that we make to ourselves that generates change in our results or experiences. It is proactive, and we take ownership for defining the changes we wish to influence, and then make shifts in the Transformational Levels that make us who we are: our beliefs, values, sense of identity.

Changes at this level naturally permeate lower levels, influencing what we do from moment to moment, and hence what we get.

If we are to get what we want from this focus on 'who we are', we should first establish some Creative Tension – an awareness of the gap between what we already have / how we are, and what we want / how we want to be.

Three key steps in creating Generative Change are;

1. Establish a vivid and clear definition and image of what you want for yourself, and then mentally rehearse it as often as possible, imagining yourself living and breathing your desired reality as if you had already achieved it. Experience your desired reality as if you were actually inside the 'dream', through your own eyes.
2. Become more aware of what you are telling yourself in your head as you interact with other people and get things done. If you are telling yourself unhelpful things, which undermine you or make you feel bad or un-resourceful, change the script for something more useful.
3. Keep a journal to reflect on the big successes and challenges of your day. Reflection in this way provides multiple levels of insight, and often the motivation to change. Journal entries often reveal deeply held unconscious beliefs that you would never become aware of were it not for this type of activity.

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