



#### SESSION 2

## **Eight Characteristics of Change Relevant to Religious Institutes**

**1.** Change is hard for everyone, not just religious institutes and their members

**2.** Most efforts to manage change fail because they don't recognize a basic human need to have a say in choices to be made

**3.** A compelling story is generally accepted as a necessary condition for change because it answers the underlying why questions

**4.** To really matter, a compelling story must be a *shared and persuasive* compelling story

**5.** A compelling story that focuses on what's wrong can lead to blame, fatigue and resistance, while a compelling story that focuses on what can be gives energy

**6.** For religious institutes, the sustainability of mission is the compelling story that leads to change

**7.** The process that leads to change must be perceived to be fair and just by those most affected by change

**8.** A sound approach to change recognizes the best of what has been and is, imagines what might be and creates what will be

