

Dealing with the Human Side of Change

Resource: *Dealing with the Human Side of Change*. Russ Linden. 2006. *Governing*. Available at <http://www.governing.com/columns/mgmt-insights/Dealing-with-the-Human.html>

Reaction Questions:

1. What does belonging to an organization/school family mean to you? What terms come to mind when you think of belonging?
2. What does the term mastery mean to you? How does it relate to your role in this school/organization/setting?
3. What constitutes a valued contributor in this setting in regards to this program/initiative?
4. Describe a time in your life when you felt like you really belonged.
5. Give an example in your experience when change had a positive result or created resistance.
6. Describe a time in this setting that presented challenges/opportunities or concerns?
7. What brings you here? Why do you care about this issue?
8. What is our vision or hope for this issue within this month/next month? Next year?
9. What are some factors that help an individual to learn a new skill?
10. How do you envision as your skills contributing to this new initiative?
11. What are the fundamental needs of those involved in creating change? How can we meet these needs?
12. What opportunities or concerns do you see in implementing change?
13. Who is currently involved in this process?

14. We all respond differently to change. What reactions do you have when you read this document and/or if we implement a new program or initiative in this school?

Application Questions:

1. Who else needs to be involved in this process?
 - a. Who's not at the table?
 - b. What strengths will they bring?
2. How can we ask for help?
3. What's a first step to make the changes that we envision?
4. What resources (human and technical) already exist and what other resources do we need? How will the resources benefit you and others in the school/organization/setting?
5. What processes/practices can we put into place to let families/school personnel know they will have the ability or will receive the tools to be a part of this process?
6. What's in it for me—how will each person benefit from being a part of the process?
7. How do we measure our success? Data/surveys/evaluation of plan and goals?
8. What supports can we put into place to address individual concerns about this change?

This document was generated within the IDEA Partnership by cross-stakeholders representing teachers, administrators, related service personnel, family members and youth, state education agencies, higher education, technical assistance providers, and assessment consortia.



The IDEA Partnership located at the National Association of
State Directors of Special Education is sponsored by the
U.S. Department of Education
Office of Special Education Programs. 2012