



## The Change Intelligence ADAPT Tool

*CQ<sup>®</sup> (Change Intelligence<sup>®</sup>) is the awareness of one's own Change Leader Style, and the ability to adapt one's style to be optimally effective in leading change across a variety of people and situations.*

	<b>Leading Change from the Heart</b>	<b>Leading Change from the Head</b>	<b>Leading Change from the Hands</b>
<b>Change Leader Style Defined</b>	Engaging, Caring, People-Oriented Change Leader	Strategic, Futuristic, Purpose-Oriented Change Leader	Efficient, Tactical, Process-Oriented Change Leader
<b>Strengths</b>	Motivating and supportive coach	Inspirational and big picture visionary	Planful and systematic executer
<b>Developmental Opportunities</b>	May neglect to revisit overall change goals and not devote attention to the specific tactics of the change process	May leave others behind wanting to move sooner than people are ready and lack detailed planning and follow-through	May lose sight of the big picture and devalue team dynamics and individual's emotions

### Step 1: Diagnose Your Change Intelligence

What is your primary Change Leader Style - Heart, Head, or Hands? \_\_\_\_\_

What are the strengths of your style as a Change Leader? \_\_\_\_\_

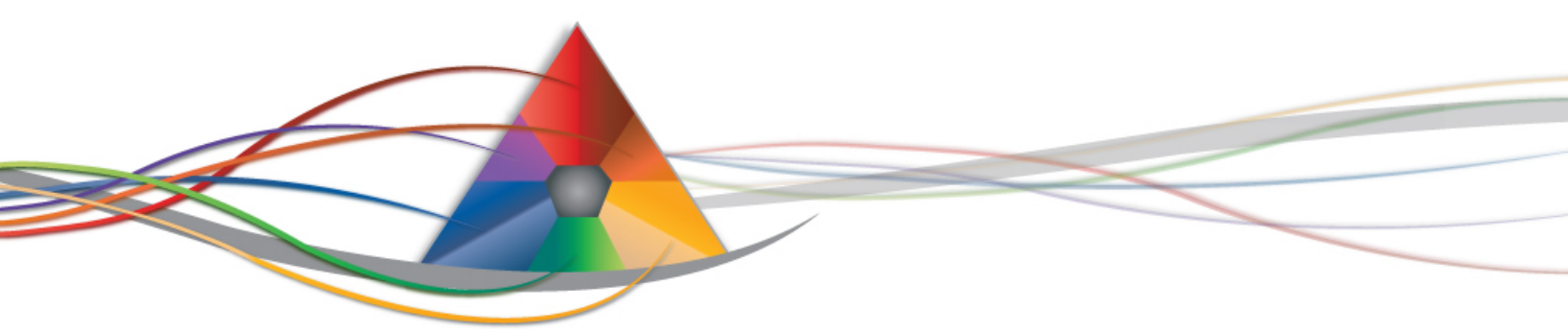
How do you sometimes overdo your strengths making you less effective as a Change Leader?

What are the blind spots of your style? What can you miss or neglect as a Change Leader?

*To learn your Change Leader style and obtain targeted, actionable developmental tactics, take the free, online CQ/Change Intelligence Assessment available in Change Intelligence: Use the Power of CQ to Lead Change that Sticks.*



# CHANGE CATALYSTS



**Step 2: Develop Your Change Intelligence - ADAPT to Increase Your Influence and Impact**

As leaders, change starts with us – and to lead change, we need all three tools in our toolbox: to engage the brain, inspire the heart, and help the hands to get people moving in positive, new directions. The good news is that we don't have to "change" ourselves. Instead, we are more effective when we become more savvy in "adapting" our behaviors. Here are strategies to ADAPT and win:

**Acknowledge:** Build confidence by understanding and appreciating your style and uniqueness. List the key attributes of your Change Leader Style that are true of you. Reflect on times that you moved the change forward by engaging in behaviors unique to you. \_\_\_\_\_  
\_\_\_\_\_

**Deploy:** Seek situations which bring out the best in you, which allow you to use your strengths to the fullest. Where in your organization could your unique talents make a significant impact? \_\_\_\_\_  
\_\_\_\_\_

**Avoid:** Be mindful to moderate your most preferred strengths so you don't overdo them causing wasted time or energy or a negative impact on others. Remember also to avoid neglecting your blind spots by devising mechanisms to keep them on your radar screen. \_\_\_\_\_  
\_\_\_\_\_

**Plan:** Learn to be more versatile in your approach to people and problems by using more of the strengths of styles that are opposite or very different than your own. How can you plan to practice such behaviors? \_\_\_\_\_  
\_\_\_\_\_

**Team:** Partner with others who are strong in areas you are weaker and have a passion for aspects of the change leader role you do not. Supplement your talents with those of other change leaders to give you a wider reach and broader perspective. \_\_\_\_\_  
\_\_\_\_\_

By adding the "missing ingredient" to our approach to leading change, we are able to overcome what looks like resistance, but is often really either confusion over the goal (no "head"), lack of connection to the goal (no "heart"), or lack of training and tools to work toward the goal (no "hands"). That's CQ!

***Visit [www.ChangeCatalysts.com](http://www.ChangeCatalysts.com) to download two free chapters of Change Intelligence and our monthly ezine with CQ tips and tools to lead successful and sustainable change!***

