



WHO DO WE WANT TO BE?

Change Conversations for Teams



Starting conversations with your team about change can be tough. These cards make it easier to kick off and lead fresh, meaningful discussions.

There are four categories of cards:

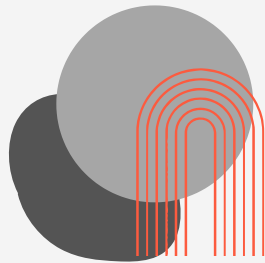
- The Possibility Conversation
- The Dissent Conversation
- The Learn From the Past Conversation
- The Who Do We Want to Be Conversation

To get you started, we've created four prompts per category, plus four blank card templates for your own questions or ideas or those of your team.

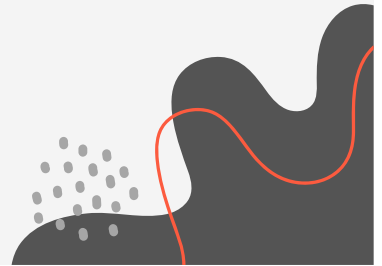
If you'd like to read more about each of these conversations, why they are so important in leading change, and instructions for using these cards, check out the **Four Conversations Guide**.



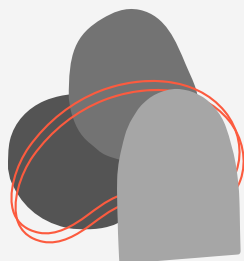
What possibilities do you see for our team?



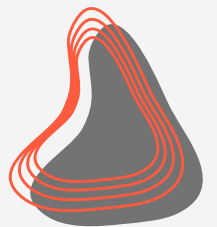
Thinking about this change, what are you curious to learn more about?



What's one small move we could make today that would support ourselves in this change?

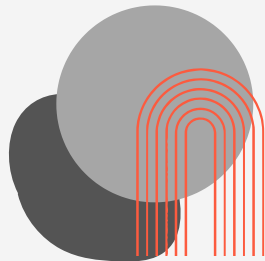


What strengths do we have as a team that could make this change successful?



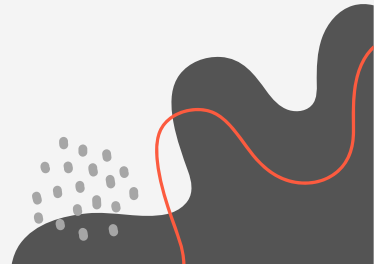
● **WOBBLE**

**What obstacles are
holding us back?**



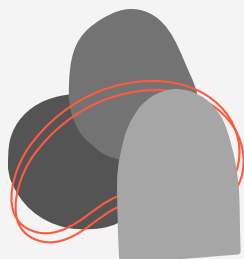
● **WOBBLE**

**What doubts and
reservations do you
have?**



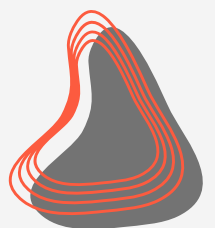
● **WOBBLE**

**What assumptions
are we making that
need to be
questioned?**



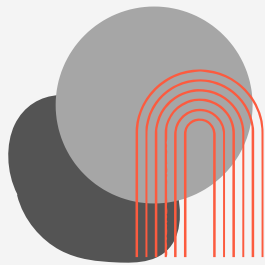
● **WOBBLE**

**What are we not
talking about that
we should be?**



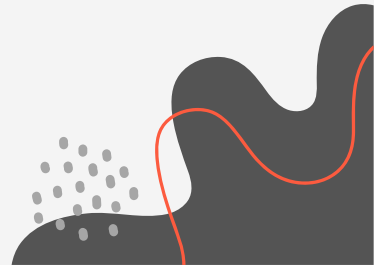
● **WOBBLE**

**What lessons have
you learned from
other changes that
you can bring to this
change?**



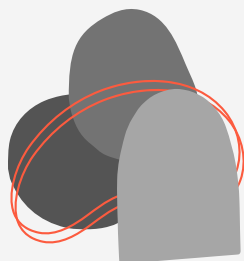
● **WOBBLE**

**What past
achievements are we
most proud of, and
how can they support
us in this change?**



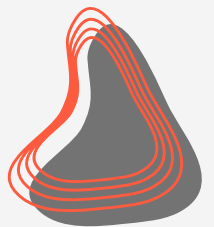
● **WOBBLE**

**Thinking back on
other changes
you've gone
through, what lesson
did you learn that
could support us
now?**



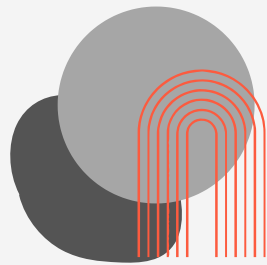
● **WOBBLE**

**What does resilience
mean to you?**



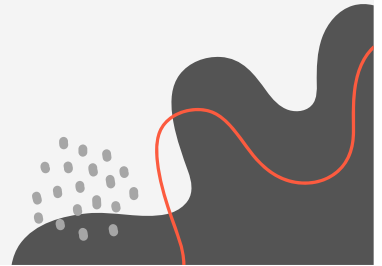
● WOBBLE

**Who do you want to
be in this change?**



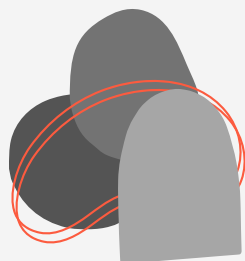
● WOBBLE

**What will you commit
to in this change?**



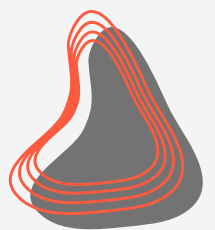
● WOBBLE

**What would it look
like for us to be at
our very best during
this transformation?**

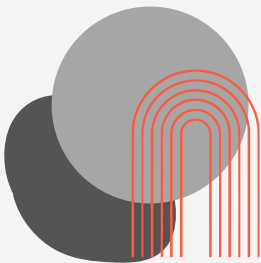


● WOBBLE

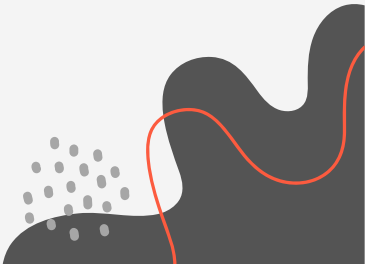
**What do we want to
be proud of when
we look back on
how we handled this
change?**



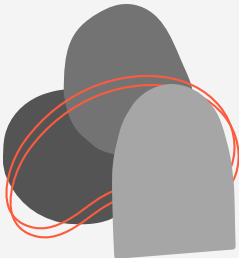
● **WOBBLE**



● **WOBBLE**



● **WOBBLE**



● **WOBBLE**

