

Step 1 – Notice

Think of a change your team (or you personally) is currently facing.

- What feels most uncertain about it?
- How has it affected collaboration or morale?

Step 2 – Reframe

- Write down one challenge this change brings.
- Now reframe it by finishing this sentence: “One thing this change might make easier or better is...”

Step 3 – Support

- List two people you could turn to for support during this change.
- Then, list two ways you could offer support to others in your team.