



Executive Commute with Jayson Krause

Season 2 Episode 24 Resource

From Managing Change to Owning Change

Bottom line:

The most important ingredient to successful change is *change ownership*.

Key takeaways:

- Culture is created through the mindset people have. The primary culture when it comes to performance is your own - each individual's culture. We enhance people's cultural awareness by looking at our own mindset.
- Pain and Suffering: Pain is a biological requirement for growth. Suffering can be eliminated from pain by contextualizing the pain as a critical ingredient to where you are going.
- Pain is good. It tells us that a course correction is needed.
- Clarity. Think about how much time we waste when things are unclear.

Questions for reflection or team discussion:

- What is your mindset when it comes to experiencing change?
- Examine your feelings. What is the most painful about this change?
- What are the things you are unclear about? List these down to create clarity.

After you've explored this, let us know how it went. Send questions to hello@level52.ca.