

BUD

TO



BOSS

A List of Change Questions

A LIST OF CHANGE QUESTIONS

by Kevin Eikenberry

Chapter 12 talks about the four components of a choice to change:

- Satisfaction with the status quo
- Vision for the future
- The first steps (or the plan)
- The costs or risks associated with the change

There are many comments and things people will say that will give you a big clue as to why they aren't yet choosing to change. However, sometimes you (as the leader) will still be confused – either they aren't talking or you aren't listening or some combination of the two.

If you are confused, this brief, but important, Bonus Byte gives you some specific questions to help you understand which components are keeping them from making the choice to change. Ask them, then shut up and listen. You might learn something!

- What are your concerns regarding this change?
- How pleased are you with the status quo?
- Are you having any current problems with <insert topic relating to the change issue>?
- What challenges or frustrations do you have?
- What do you wish for in this situation?
- What is the difference between “fine” and “great” for you?
- What does perfect look like to you?
- What concerns do you have with the plan for the change, if any?
- What have we left out or ignored?
- What risks do you see in the plan?
- What risks do you see in the change?
- What is bothering you about the change?
- What worries you?

This is not a complete list, and most likely will need to be adapted to your situation. You may not choose to use them verbatim. You also likely wouldn't ask them rapid fire, one after the other. Rather, use this list as a checklist and a starting point to open a conversation that will help you and others better understand current thoughts and feelings about change.

ABOUT BUD TO BOSS

Bud to Boss provides new leaders and organizations looking to develop new leaders with insight, resources and powerful learning opportunities designed to specifically address the challenges of successfully transitioning from peer to leader.

To speak with someone about how we can help you or your organization, send a note to **info@BudtoBoss.com** or call the number on this page.

You can learn more about us at:

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Our products and services include:

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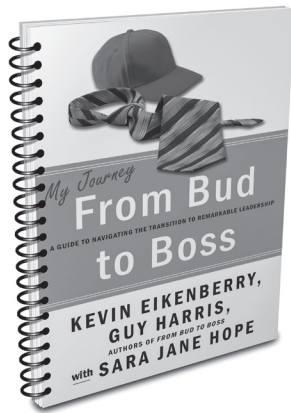
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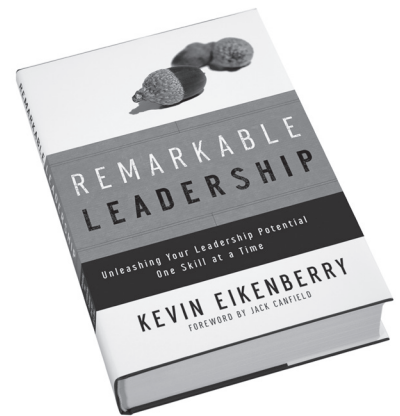


My Journey From Bud to Boss

A companion volume to the From Bud to Boss book, the Journey is a workbook designed to help you apply the knowledge gained to actual work experiences. It includes activities, questions, and exercises designed to take you beyond the concepts introduced to you during the Workshop or the book. And while this book is completely designed to be written in, all of the templates and tools are available in both PDF and Word document form so that you can use them over and over.

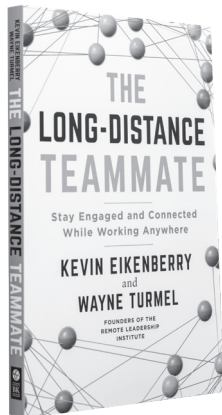
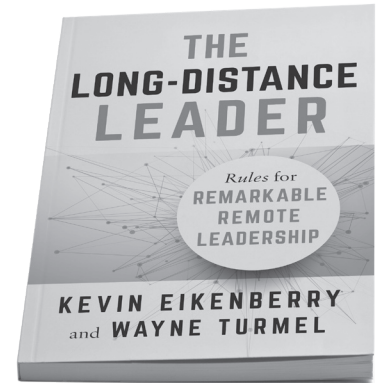
Remarkable Leadership

is a practical handbook written for anyone who wants to hone the skills needed to become a remarkable leader. This book outlines a framework and a mechanism for both learning new things and applying current knowledge in a thoughtful and practical way. It explores real-world concerns such as focus, limited time, incremental improvement, and how we learn.



The Long-Distance Leader

is a practical, candid look at what it takes to lead people, projects and teams in today's dispersed workplace. The book showcases 19 rules for being a remarkable remote leader, and offers practical models, tools, and best practices to tackle the real-world challenges from how we work and communicate virtually.



The Long-Distance Teammate

Written by the founders of the Remote Leadership Institute, this book is the most authoritative single resource for helping remote workers get work done effectively, build relationships that are both productive and satisfying, and maintain a career trajectory when they are not in constant close contact with their leader, coworkers, or the organization in general.

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