



## Managing Change from the Inside Out

### Introduction:

When change comes from the “*outside in*”, we are forced into a position of reaction to change (sometimes finding ourselves in crisis management mode). We tend to see change from the “outside in” as “disruptive”. We are not the initiators of this kind of change - it comes “at us” from the outside, due to forces or circumstances beyond our control.

Taking charge of “outside in” change from an “*inside out*” perspective enables growth, both for individuals and within groups or teams. The key is to look for the opportunity in the change and consciously choose our attitude and behaviour(s) when faced with this change. This POY process will help you turn disruptive “outside in” change into an opportunity for empowering “inside out” choice.

### Number of Participants:

The process is designed for individuals and can easily be adapted for use with small groups, teams or families.

### Supplies:

Points of You - The Coaching Game

### The objectives of the process:

- To stimulate awareness of personal sticking points relative to “outside in” change
- To encourage a positive mindset and opportunity-focused strategy to handling change
- To inspire clarity and confidence in decision-making and personal choice by managing change from the “inside out”

### Time:

The estimated time for this process is +/- 15 minutes for individuals. For groups or teams, you will need to build in more time to share insights and exchange ideas – the additional time needed will depend on the size of the group.

**Room/space set-up:**

A relaxed informal environment is best; feel free to adapt the setting to your own needs.

**Activity Process - Step by Step:**

**Step 1:** Think of an “Outside In” change that is a source of concern to you - one that you find yourself resisting or resenting. Write it down at the top of the process sheet. Keep your description brief – one sentence.

**Step 2:** Lay out the POY cards on a wide surface - face down. (If you prefer, you can lay out the cards face-up, for more visibility in the process.)

**Step 3:** Read the first question out loud. Take a moment for the question to “land” and pick a POY card. Allow the image and/or the word on the card to inspire your response to the question. If you choose to do this activity with a colleague or a friend, share your thoughts out loud in a spontaneous, free-flowing manner. If you follow this process on your own, decide what works best for you – speaking your thoughts out loud or having an internal dialogue with yourself or any other approach which inspires you. Whatever option you choose, you are bound to surprise yourself by what you discover and express intuitively. Capture key insights on the process sheet or on the POY coaching ticket.

**Step 4:** Once you have completed the first question, move to the second question, pick a card and repeat the process.

**Step 5:** Likewise for the third question.

Note: By choosing the cards, one by one, in a phased approach, after reading the relevant question, you are intentionally creating a space where each card you select is the perfect choice for your unfolding story. You are inviting synchronicity into the process, stirred by insights expressed, relative to the previous card. (Of course, if you prefer, you can also pick 3 cards at random at the beginning of the process and then turn over the cards one by one as you respond to the questions).

**Step 6:** Once you have answered the three questions, take the time to connect with what you want next. Write down 3 actions you are willing to commit to, to fully embrace the unique opportunity presented by this change:

1. One for the next 24 hours
2. One for the upcoming week
3. One for the upcoming month

**Enjoy and pay it forward!**



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**Topic: "Outside in" Change:** (Name it)

**1. What am I resisting or resenting in this change?**

**2. What is the unique opportunity in this change?**

**3. What resources can I use to embrace this hidden opportunity?**

**What's next? To embrace the unique opportunity in this change, I commit to the following actions:**

1. Next 24 hours:

2. Next week:

3. Next month:

**Enjoy and pay it forward!**