




CORPORATE COLLEGE
A DIVISION OF
CUYAHOGA COMMUNITY COLLEGE



Your Ideal Self: Using Intentional Change to Reimage your Best Self

04/28/2020
12:00 PM EST




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INTRODUCTIONS . . .



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AGENDA

- Learn the foundational elements of the Intentional Change Theory
- Review examples of how the model can be applied in a variety of scenarios
- Apply the model to your own scenario and gain feedback from others





Why Now? Why Change?



CHAT BOX

Are you looking to make change
for yourself
or your organization?





INTENTIONAL CHANGE THEORY

“[M]ulti-level theory that helps predict sustained desired change for dyads, teams, organizations, communities and countries.” Richard Boyatzis, CWRU, 1967

Change - Behaviors, Habits, Competencies, Dreams, Aspirations, Perspective

Desired - Individual/Organization wants it to occur

Sustained - Change lasts for a long time

<https://www.keystepmedia.com/intentional-change-theory/>

Boyatzis' Model of Intentional Change

Adapted from Boyatzis and Goleman





INTENTIONAL CHANGE THEORY

Five Discoveries

- 1 The ideal self and a personal vision
- 2 The real self and its comparison to the ideal self resulting in an assessment of one's strengths and weaknesses, in a sense a personal balance sheet
- 3 A learning agenda and plan
- 4 Experimentation and practice with the new behavior, thoughts, feelings, or perceptions
- 5 Trusting, or resonant, relationships that enable a person to experience and process each discovery in the process

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INTENTIONAL CHANGE THEORY

Five Discoveries

1 The ideal self and a personal vision

- What does our ideal self or desired future look like?
- Do I/we believe that this ideal is achievable?
- Are there core strengths that I/we already possess that support this vision?



INTENTIONAL CHANGE THEORY

Five Discoveries



2

The real self and its comparison to the ideal self resulting in an assessment of one's strengths and weaknesses, in a sense a personal balance sheet

- How does the ideal self/future compare to the current one?
- What are the similarities that may serve as strengths?
- What are the weaknesses that will need to be addressed?
- Which aspects need to change?
- Which aspects do not need to change?

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INTENTIONAL CHANGE THEORY

Five Discoveries

3

A learning agenda and plan

- How will you/your organization move towards the ideal self/future?
- What steps need to take place?
- What competencies/skills/behaviors do you need to develop?
- How can you learn those competencies/skills/behaviors?



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INTENTIONAL CHANGE THEORY

Five Discoveries



4 Experimentation and practice with the new behavior, thoughts, feelings, or perceptions

- How will you practice your new competencies/skills/behaviors?
- Who or where may be the best place for experimentation?
- How will you know you have developed them sufficiently?
- What measures will you use to know that you have been successful?

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INTENTIONAL CHANGE THEORY

Five Discoveries

5 Trusting, or resonant, relationships that enable a person to experience and process each discovery in the process

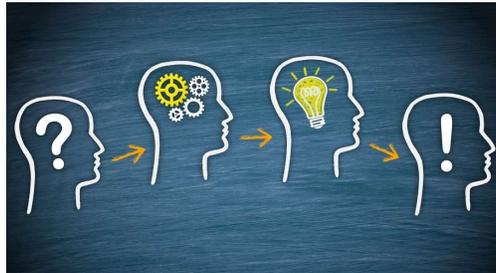
- Who can serve as a partner or mentor in this process?
- Which individuals or groups can provide guidance on progress?
- What ways will these partners hold me/us accountable?
- How will I/we establish an agreement regarding expectations?



<https://www.keystepmedia.com/intentional-change-theory/>

LASTLY... TAKE YOUR TIME

- One coin parable as analogy for development
- Iterative process
- Gain feedback and support along the way





Thank you for joining us today.

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