

Minnesota Staff Development Council  
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Understanding  
and  
Managing Resistance



*...the heart of change is a change of heart...*

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# Introduction & Overview

Nobody made a greater mistake than he who did nothing because he could only do a little.... Edmund Burke

## Agenda

- Welcome and Overview
- Understanding Resistance
- Understanding the Dynamics of Change  
The Gameboard Formula Resistance  
The Diagnostic/Prescriptive Process
- Close

# The Gameboard Formula

$$C(E) = D \times V \times P > R$$

## Explanation of Model

“C”= Change

“E” = Excellence

“R”= Resistance

“D”= Dissatisfaction

“V”= Vision of the Preferred Future

“P”= Plan of Action

## Insights

No “D”= Lack of Motivation

No “V”= Lack of Commitment

No “P”= Lack of Action

## Using the Gameboard- Diagnosis Practicum

D 0-10	Evidence
Insights/Intervention	

V 0-10	Evidence
Insights/Intervention	

P 0-10	Evidence
Insights/Intervention	



# Resistance and Positive Intentionality

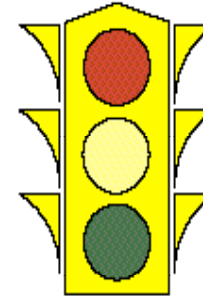
No one sets out to go on a bad journey....Fundamental to a competence approach is respect for people's healthy striving  
....David Waters & Edith Lawrence

## Theory:

- Resistance is a System
- Positive Intent
- Break the Program

## Strategy:

- Red Light-Green Light



- The Yellow Light Question:



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For additional follow up information or for on-line articles go to our website:  
**[www.heartofchange.com](http://www.heartofchange.com)**

# Feedback

What are some things you would like to tell the Council Planning Committee about this session and/or your learning?

What are some things you would you like to tell the Rob about the session?

What are some things you would share with a colleague?