



A WEEK IN *Learning*

L&D RECOMMENDATIONS

for TED Talks, podcasts, books, and more!

IMMUNITY TO CHANGE, Brene Brown's Dare to Lead Podcast (with Lisa Lahey)

Recommended by Elena Santiago, Instructional Designer

For the longest time, I believed that sheer willpower and discipline were the key ingredients to achieving any change I desired. I thought that if I wanted something badly enough, I would make it happen. Want to lose weight? Just control your eating and exercise more. Want to be better at delegating? Let go of the need to control. However, my assumptions were flawed. In a recent episode of Brene Brown's Dare to Lead podcast, Lisa Lahey discussed the concept of immunity to change, which helped me understand why my approach wasn't working.



Immunity to change refers to the inability to transform due to deeply ingrained assumptions and conflicting commitments. People may have a genuine desire to change, but complex forces make it challenging to do so, rendering the typical "New Year's Resolution" approach ineffective. Here are the key takeaways from the podcast:

- **Dedicate to a change goal:** Identify what you want to change and commit to it.
- **Identify behaviors that are hindering you:** Figure out what specific actions or habits are standing in your way.

- **Uncover competing commitments:** Discover the values or beliefs that are at odds with your change goal.
- **Learn about your limiting assumptions:** Examine your assumptions that may be holding you back.
- **Test your assumptions:** Challenge your assumptions by seeking evidence that contradicts them.

By testing our assumptions and discovering that they aren't always true, we can start to see the world in a new light and create new meanings. By doing so, we can overcome the obstacles that hold us back and achieve the lasting change we desire.

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