

Appendix A · The Prechange Conversation

THE PRECHANGE CONVERSATION

A conversation guide, not a score. Use it with the people who will carry the change.

1. Is there any room to think? (Headroom)

"When did you last have an hour at work that nobody had booked?"

Reading: room · tight · full

2. How much of the change can they see? (Perspective)

"What do you think this change is for, and who else will it affect?"

3. Which energy is lowest? (Energy)

"Where are you most tired: body, mind, feelings, sense of purpose, or connection with others?"

4. Will their habits help or pull back? (Habits)

"What do you do every day now that this change will ask you to do differently?"

Then act in order:

Make headroom → Widen the view → Restore energy → Design the habit

Tips: Ask the team, not only managers. Allow 30–45 minutes. Where trust is low, collect answers anonymously first. Ask again closer to launch.

From Prechange by Sukant Ratnakar · prechangeway.com. May be copied for use within your organization.