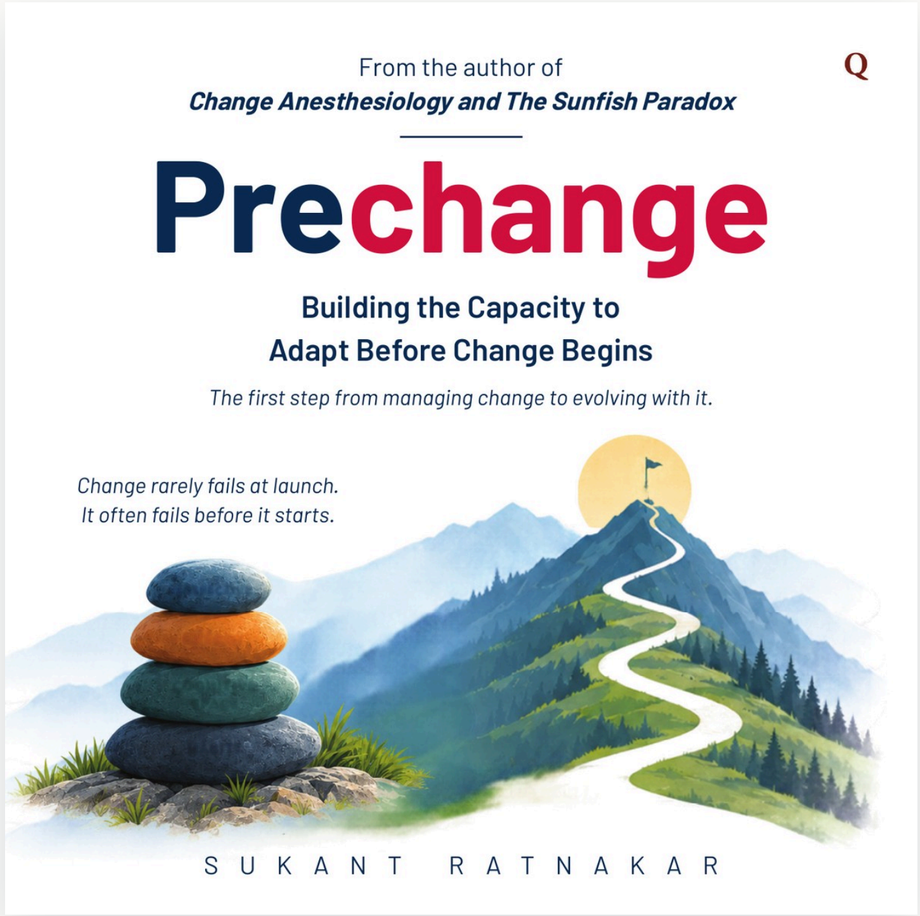
# Prechange

*It's not resistance.*
*It's the conditions.*

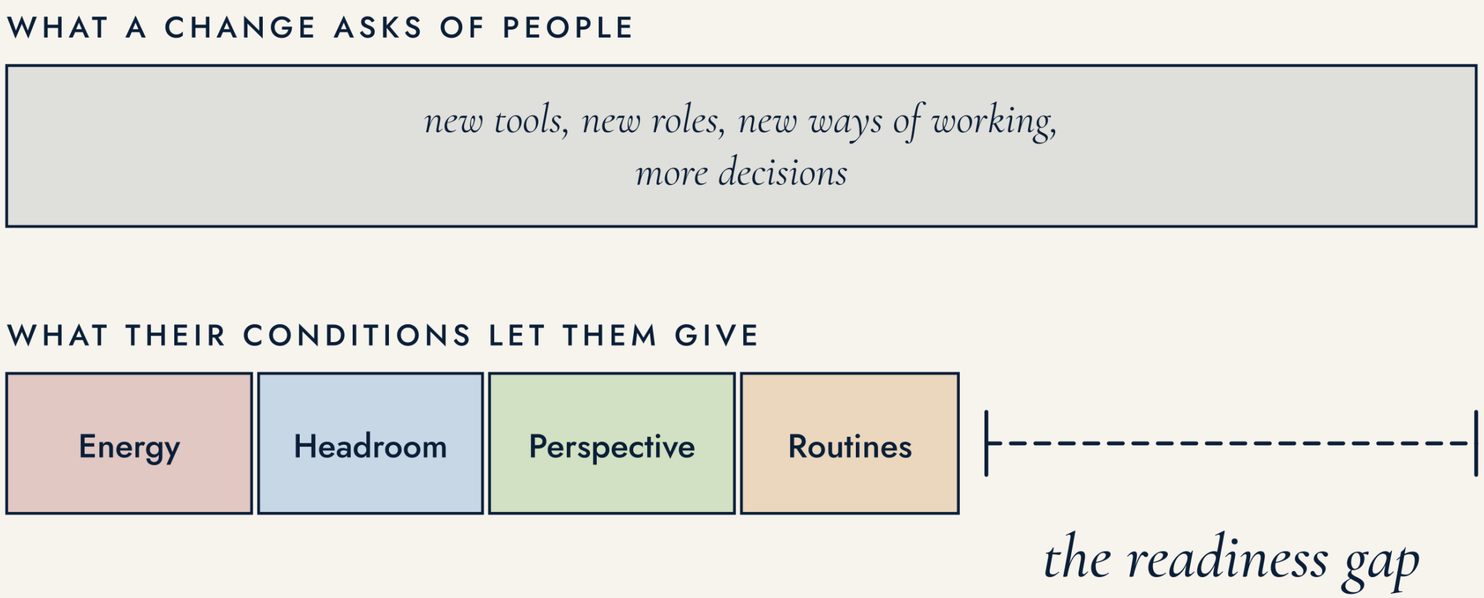
Why good changes stall, and what to prepare first.

Sukant Ratnakar, CMC



# Know, agree, and still not move

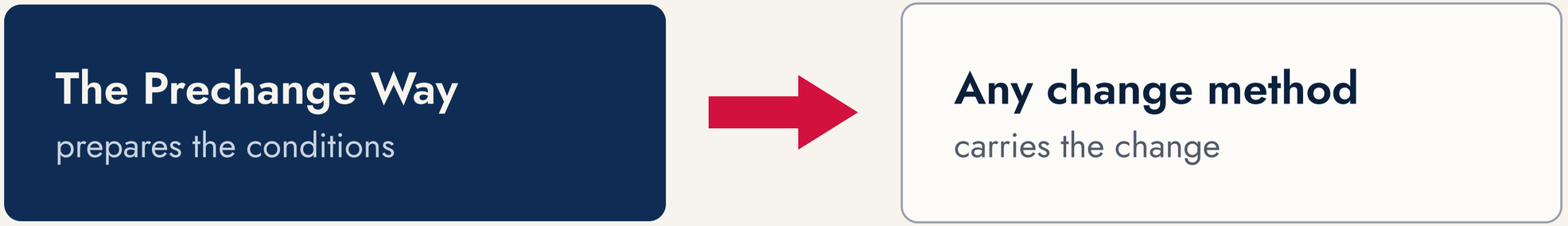
A change asks more of people than their conditions let them give.




From *Tilth: Preparing the Ground for Change* by Sukant Ratnakar.

# One stage in front of change management

Prepare the conditions first. Then any change method has people who can carry it.




*It adds to any change method. It doesn't replace it.*

# Four conditions, always in this order

Each can be noticed in a team, and improved before the change arrives.

### Energy

Can people invest, or must they conserve?

### Headroom

Is there room to think and take on more?

### Perspective

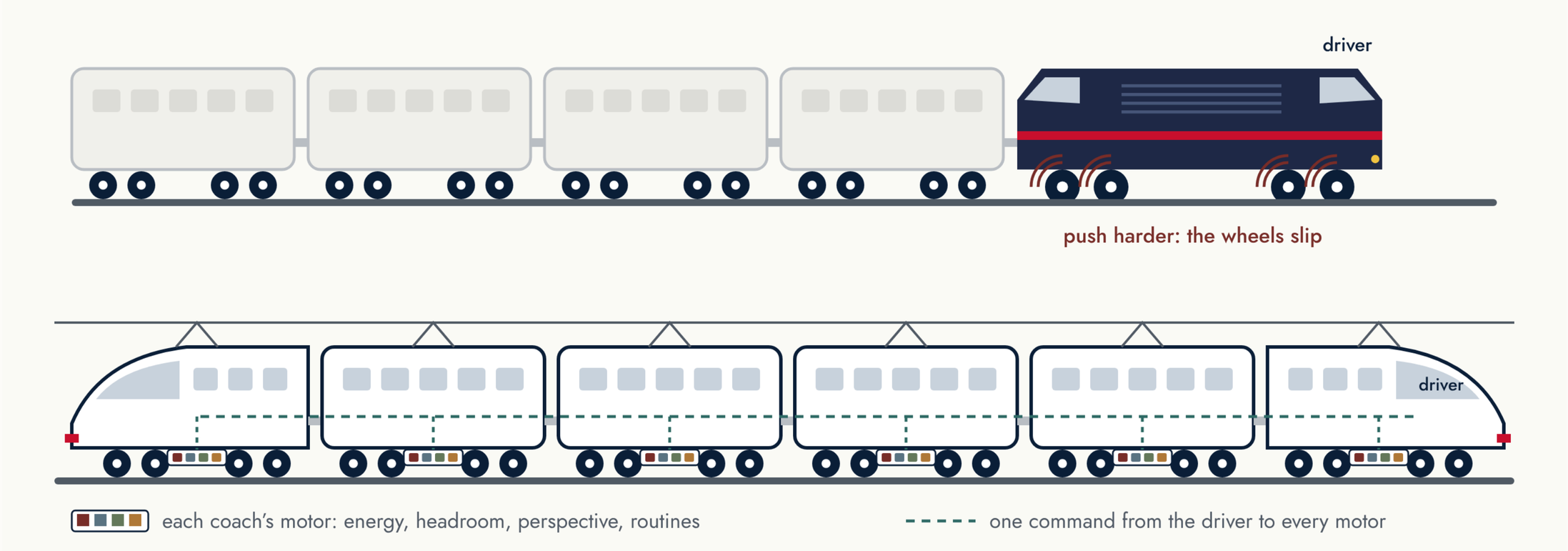
Does the change look like a threat, or a problem to solve?

### Routines

Will the change hold, or quietly slip back?

*A low condition pulls the others down. A boost can lift them.*

# One engine, or a motor in every coach




*Control stays. Only the pulling is shared.*



After a drawing in *Tilth* by Sukant Ratnakar.

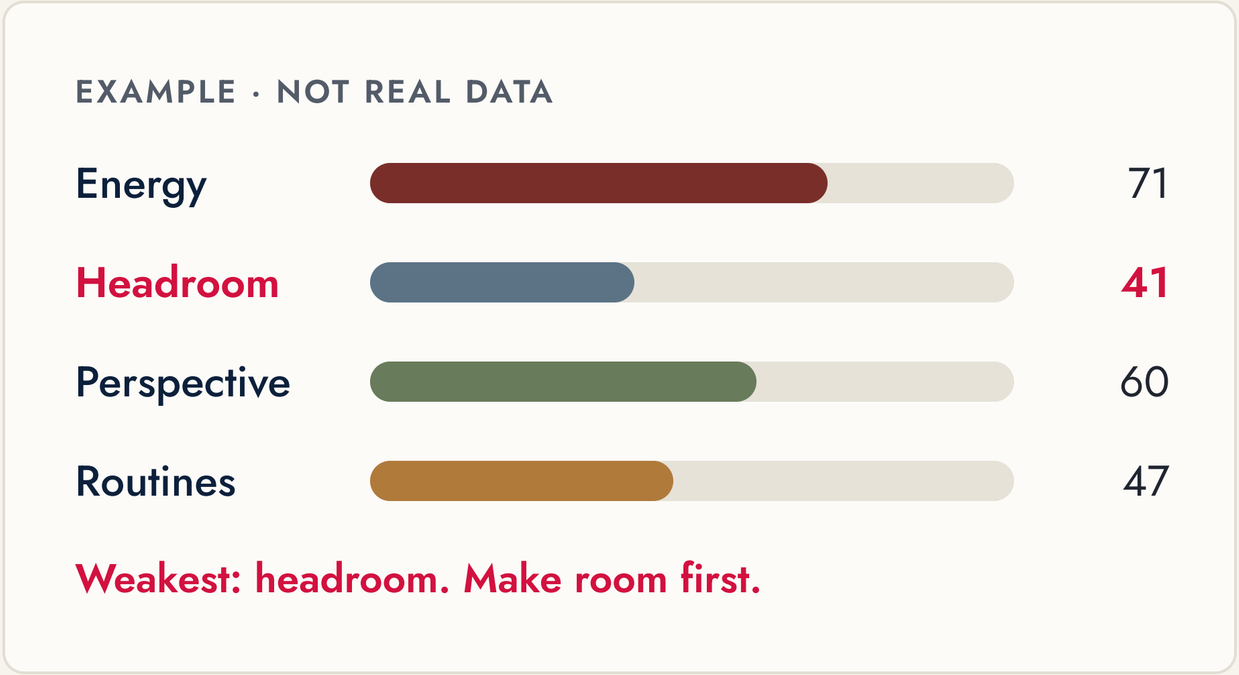
# The Check shows where to start

It measures the conditions around people, not the people.

**24 short statements**
on a phone, in 6 to 8 minutes.

**A score from 0 to 100**
for each condition.

**Start with the weakest**
not the overall Index.



# What a leader sees, and what no one sees

A team sees where it stands together. No one sees any one person’s answers.

## The group sees

The Prechange Index

A score for each condition

The weakest link: where to start

## No one sees

Anyone’s own answers

Names next to scores

Results from fewer than 5 people

AN INVITATION

# Take the Prechange Check

*This measures the conditions around you, not you.*

About 6 to 8 minutes on a phone. You see your own scores, and which condition to start with.

**prechangeway.com/start**

# Bring Prechange to your organization

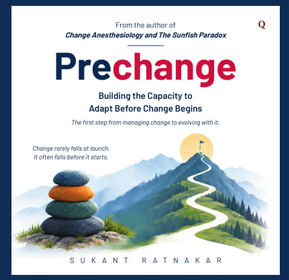
Before your next change, a small first step.

### A 45-minute talk

For your leaders or your team: the idea, the Check, and what to prepare first.

### A complimentary Room for one team

Run by an approved Associate. Group results once 5 or more take part.




## Sukant Ratnakar, CMC

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