



AFRL

SDFM MINI-PDI

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“The world hates change, yet it
is the only thing that has
brought progress.”

– Charles Kettering





An Individual Lens on Change



Five Monkeys. . . Thousands of Staffing Packages





What's Your Mindset?

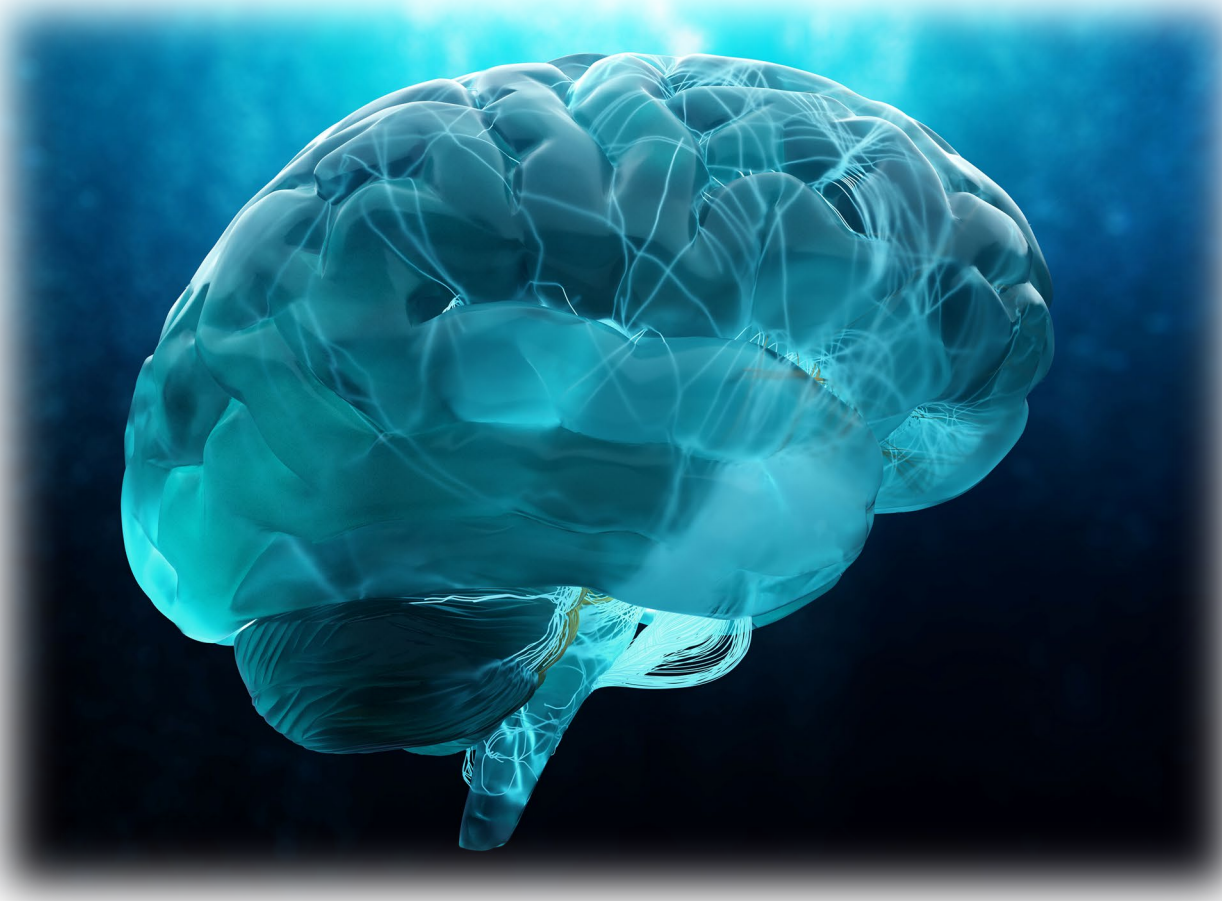


- Embrace Opportunity
- Reframe:
 - “We can’t” to “We can’t yet”
 - “No” to “Yes, if”
- Celebrate Progress
- Treat Failure as Learning
- Welcome Feedback

Seminal Researcher: Carol Dweck



Heuristics and Cognitive Distortions



Common Workplace Cognitive Distortions

- All or none thinking

“This will fail”

- Overgeneralization

“This slows everything down”

- Catastrophizing

“We are losing our jobs”

- Mental filtering

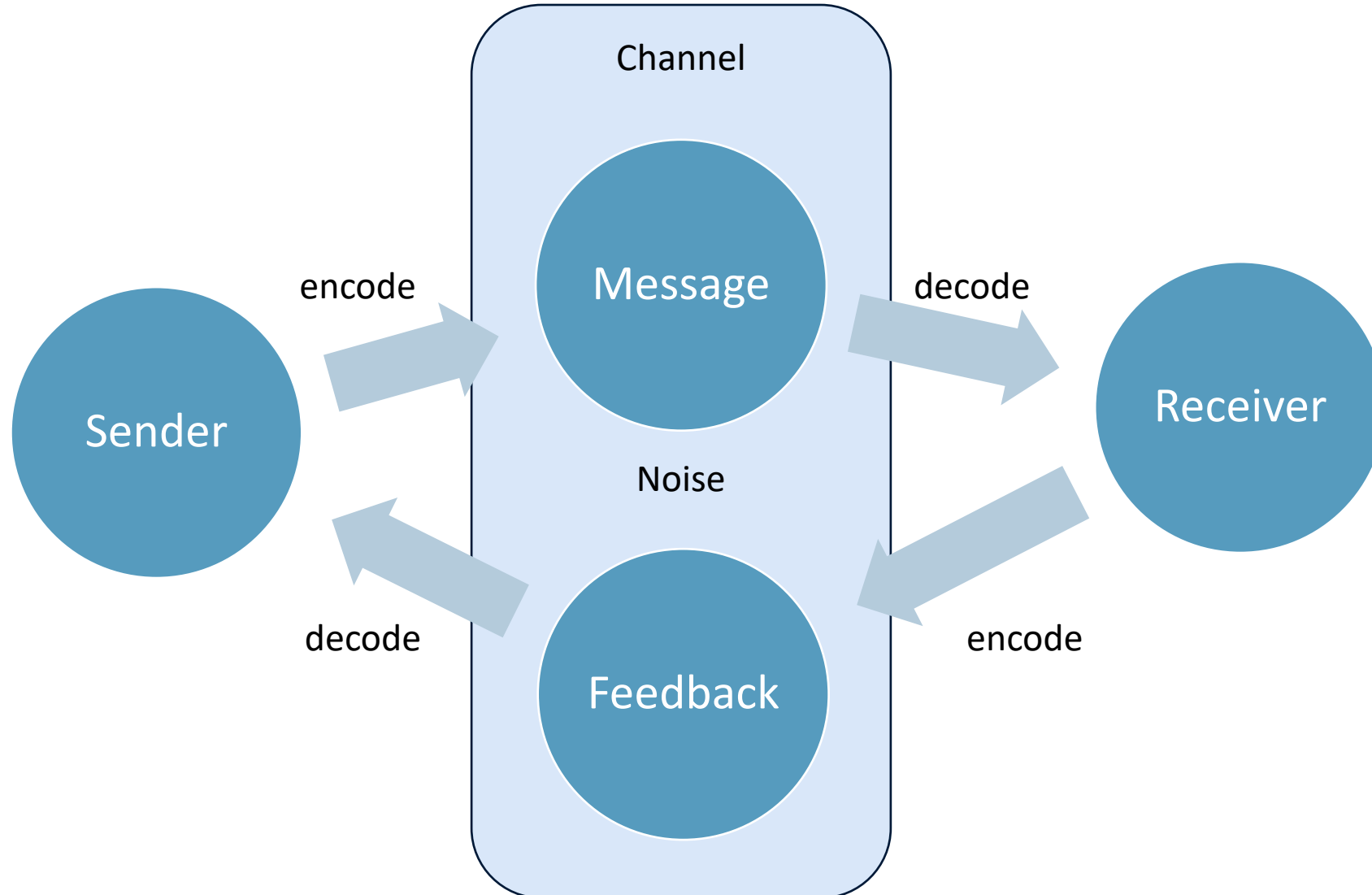
Seminal Researchers: Aaron Beck & David Burns



Leadership Lens on Change

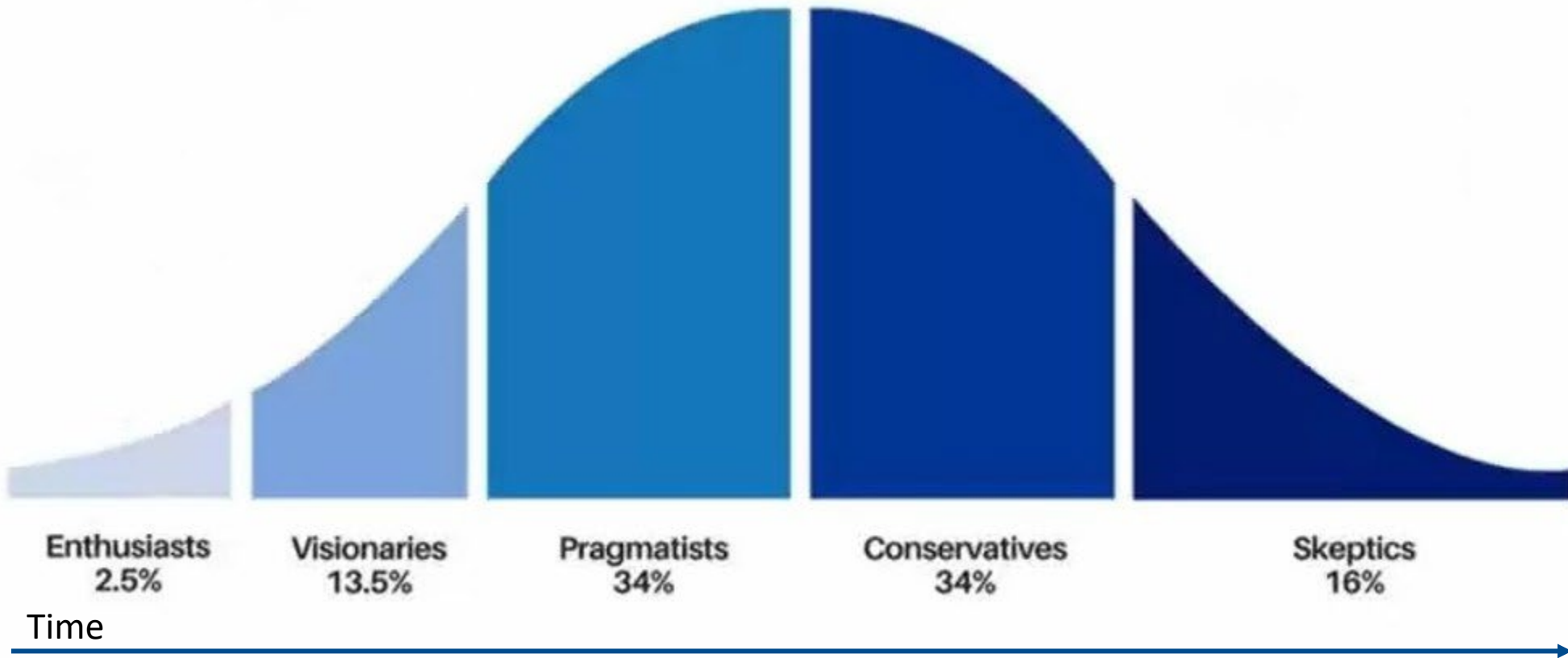


I've Never Heard That Before!





Why Is There So Much Resistance?!





Plumbing and Poetry



- Creation of systems, processes, & structure
- Efficiency and performance measurement
- Management of resources



- Articulating vision and inspiring action
- Storytelling and symbolism
- Creates sense of belonging

“Alone we can do so little;
together we can do so much”

- Helen Keller