

LEADER CONVERSATION GUIDE

The Change Cycle & How to Lead Your Church (and Yourself) Through It

Episode 153

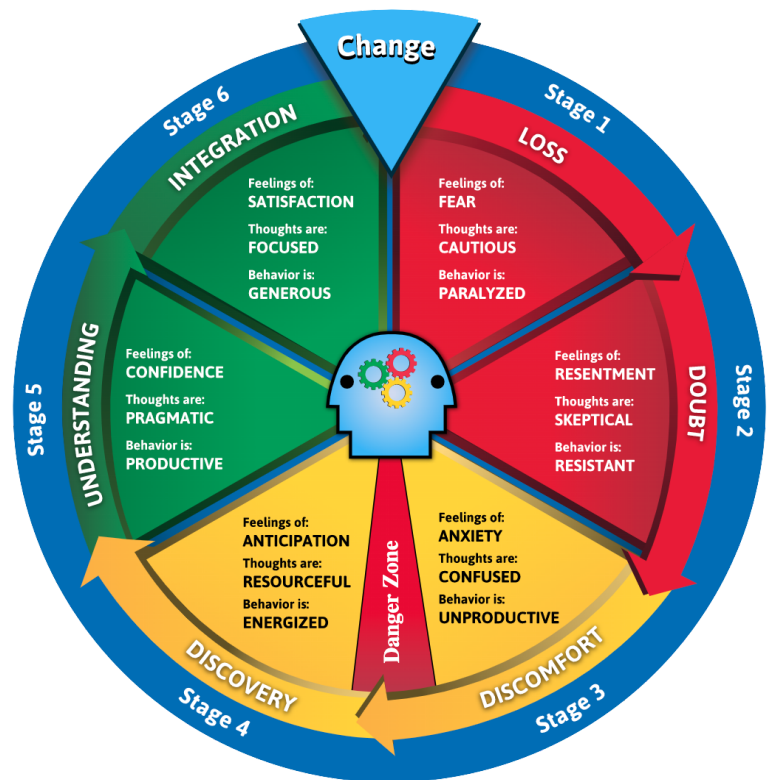
Dealing with the Emotions and Challenges That Come with Change

If you're leading in a local church in 2020, you're not only helping others navigate change—you're also processing it yourself. Many pastors are questioning their leadership capacity, feeling depressed by a sense of loss, or getting paralyzed when it comes to making decisions with constantly changing circumstances. Everyone is tired, as being pulled outside our normal patterns adds stress and requires more energy. But some pastors are also telling us they feel re-energized by the opportunity to do things they didn't have permission to do before.

In this episode, Tony and Amy explore "The Change Cycle" and share some tips on how to lead yourself and others well in a rapidly changing world.

The Change Cycle

- [The Change Cycle](#) concept comes from [a book by Ann Salerno and Lillie Brock](#) that explores the six stages of change we all go through.
- The first two stages are the "Red Zone." We feel fearful. We move very cautiously. Then we feel resentful, skeptical and resistant. We want to go back to the old way of doing things.
- In the "Yellow Zone," we feel anxious, confused and unproductive. When you're here, you aren't really yourself. You feel tired. But this stage is also when you recognize you have to do something.



Your sense of control begins to return, and with it, some energy. Instead of focusing on survival and security, you're open to new ideas and new opportunities.

- In the “Green Zone,” you begin understanding the benefits of the new change—and you begin to feel confident again. You may still wish the change hadn’t occurred, but you are back to a productive state of mind. And then, you find integration, the “new normal.” You start creating stability while warding off complacency. Spiritually, this is where we sense God’s leadings and confirmations about how He is working through this.

Reminders for Leaders

- Leaders get through all six stages before everyone else—usually because we’re the ones driving the change. Remember that people are still dealing with loss, doubt and discomfort.
- Communicate using empathy, but remind people we can’t go back. Help them understand why the pain of going back would actually be worse than the pain of making the change and moving forward.
- Vision without empathy = disconnectedness and tone deafness.
- Empathy without vision = stuckness; people will remain in Loss, Doubt & Discomfort for a very long time unless you encourage them to continue to move forward.

Next Steps

- Read [*The Change Cycle: How People Can Survive and Thrive in Organizational Change*](#) by Ann Salerno and Lillie Brock with your leadership team.
- [**Join us for the MASTERCLASS on July 30, 2020!**](#)
Join Tony and Amy on July 30 for an exclusive 1-Day Masterclass. You’ll walk away with practical strategies to lead 4 key shifts in your church:
 - the shift **from Analog to Digital**
 - the shift **from Gathering to Connecting**
 - the shift **from Teaching to Equipping**
 - and the shift **from Global to Local**

This is hard work, but you can do it! God’s been building His church for thousands of years and the COVID disruption is not going to stop it. Register now for this 1-Day Masterclass on **How to Lead Change & Reach New People**, and get your seat for just \$99. Register at theunstuckgroup.com/masterclass.

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