

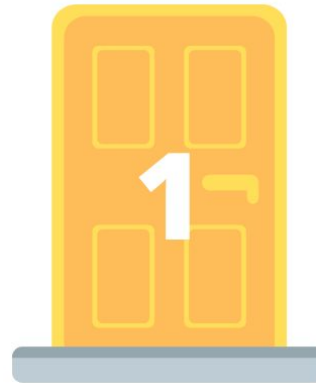
The 4 doors of change

A useful model to help people get past some of the resistance to change

Date:

Name:

Description of the change:



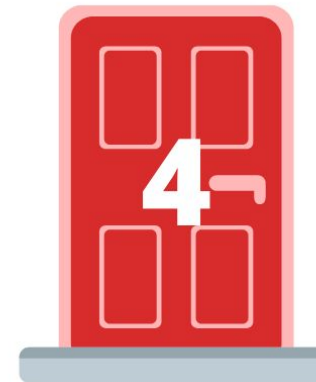
Could do
Can do



Couldn't do
Can't do



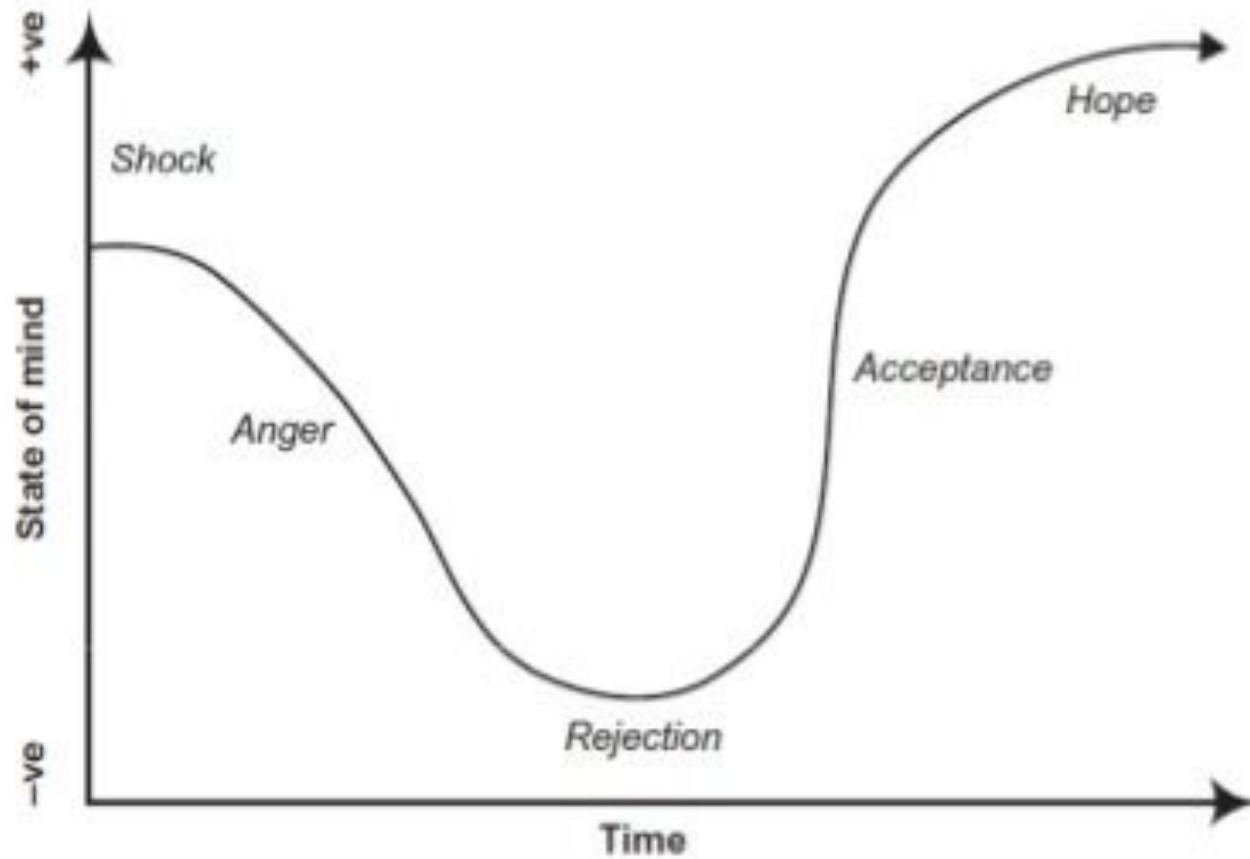
Could do
Can't do



Couldn't do
Can do

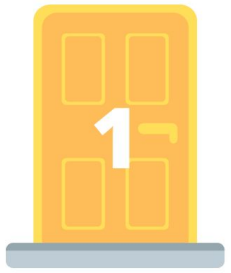
Source: Jason Clarke, Founder of minds at work.

The SARAH model of change



What is your emotional state?
How do you feel about this change?





Could do
Can do

What are
What are
the things
the things
you used
you used
to do and
to do and
you still
you still
can do
can do

A large empty rectangular box with a thin grey border, intended for writing. A small green triangle points to the top-left corner of the box.



Couldn't do
Can't do

What are
the things
you
couldn't
do and
you still
can't do



Could do
Can't do

What are
the things
you used
to do and
you can't
do
anymore.
Things
you might
need to
let go.

A large, empty rectangular box with a thin black border, intended for writing. A small green triangle is positioned at the top left corner of the box.

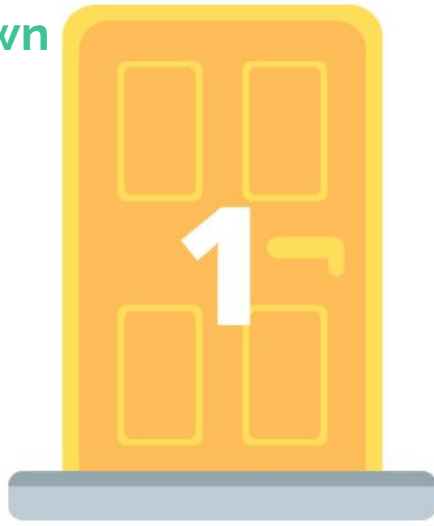


Couldn't do
Can do

What are
the things
you didn't
do before
and you
still can't
do.

Example: Post lockdown routine changes

- Work
- Go to the supermarket
- Teams (remote PF)
- Not commute
- Drive a car
-



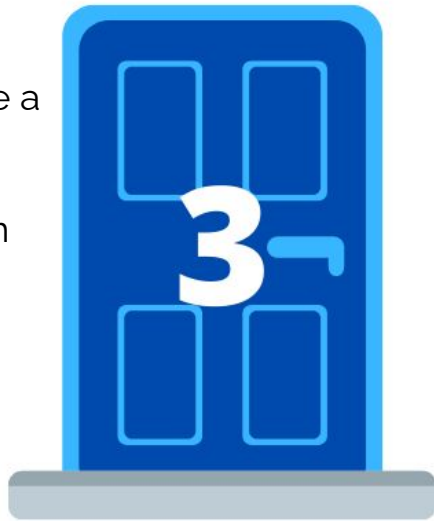
Could do
Can do



Couldn't do
Can't do

- Fit everything in one day
- Get on a plane outside Australia
- Anywhere within Aus (not easy) difficult to plan
- Hesitant catching up (hug!!)

- Not being able to take a break between work and personal life
- Can't blame lockdown anymore
- Can't blame government
-



Could do
Can't do



Couldn't do
Can do

- Go out: catching up with friends, going to restaurant
- No reason to go out
- Celebrate a birthday
- People at home in person
- Exercise in a gym, go for a swim