

Name: \_\_\_\_\_

# 4 Stages of Change

H S X Q S S T A N D A R D S P M F V N P E B V S  
L D T O E Q Z P D Y Y T D P H K P I S K X S X S  
L N D V G T F K K L Y Y A X V V W X T Q J P P D  
L U S A N E G L S J E P D S M E T S Y S I N R N  
H O T L A R R U V G P C E R U T C U R T S E O U  
Y B E U H M O R Z R M O E G N O R M I N G C C O  
R F P E C I A Q O G J N S P S D M H C E Z E E B  
W O P S C N W V N W Y S F Y Z L P E N N V O D F  
L T I S I A A T D G R I N Z Y O S I N I B K U O  
R U N R N L R C R T S S C O L I L B T M F H R T  
I O G E P O L J Y U K T V Z I L C C L M Y P E U  
C E F S O U Q Z P V X E D H A T E H I M G U S O  
K C O I L T A T E N E N I O C P A X Z R W W A L  
Z N R S I O G U R E W T G L S V J T E L F W C A  
F A W T C F V P F N J L L R R Y H E C Z L D O I  
S M A A I B F N O O S Y E M L G N R W E P O E R  
J R R N E O O I R Z E P E T W Z C X J N P A U E  
R O D C S U R V M D C P N T O L Z K M S V X J G  
S F L E O N M Q I E I A A N Q Y T P G W I U E A  
Z R Z Q M D I N N R T K E F Z U P B K Y J R H N  
A E V A B S N H G S C B S E S S E C O R P P T A  
E P N V L N G A N Q A Y K D E T A N I M R E T M  
V L S I N Y T O F D R O T U B I R T N O C Q T I  
L S E D Z W C J Y V P D P L S T O R M I N G J R

performance out of bounds  
consistently  
perspective  
procedures  
practices  
approval  
changes  
values

managerial out of bounds  
expectations  
constantly  
resistance  
processes  
policies  
forming  
input

terminal out of bounds  
consciously  
green zone  
terminated  
standards  
red zone  
norming  
win

stepping forward  
contributor  
performing  
goal line  
structure  
storming  
systems