DANGER IN THE COMFORT ZONE:
How to change when change isn’t coming naturally

Jean Marie Heilig
Fiscal Officer
Colorado State Library
Action Plan

Change Opportunity

Direct the Rider
Where will you begin?
What does the future look like?

Motivate the Elephant
How can you shrink the change?
Shape the Path
What one thing can you shift to make the right behaviors more likely?
Grow Your People

Read the following four sentences, and write down whether you agree or disagree with each of them:

1. You are a certain kind of person, and there is not much that can be done to really change that.
   a. Agree
   b. Disagree

2. No matter what kind of person you are, you can always change substantially.
   a. Agree
   b. Disagree

3. You can do things differently, but the important parts of who you are can’t really be changed.
   a. Agree
   b. Disagree

4. You can always change basic things about the kind of person you are.
   a. Agree
   b. Disagree