CHAPTER ELEVEN

CHANGE – The Price Of Learning

Change happens even when we aren’t looking

LEARN IT

“You can Resist Change All You Want…You Will Not Win”

I. WHY PEOPLE RESIST CHANGE
A. Change Can Feel Like Personal Loss
   1. The “Here and Now” is more familiar than the “There and Then”
   2. “To discover new lands, we must lose sight of the shore for a very long time”

   No change, no growth
   Know change, know growth

   3. Complete this leadership saying, “If you have always do what you have always done…”

B. Change Feels Awkward
   1. Of course it does….You have not done it this way before!

   To get to the great, the good has to change too

C. Change Goes Against Tradition
   1. The 7 Deadly Words that kills progress: “We’ve never done it that way before”
2. There is a good reason yesterday’s methods worked, back then. It is the same reason they won’t work today.

II. HOW PEOPLE RESPOND TO CHANGE

A. Most People Change Only Enough To Get Away From Problems, Not To Fix Them
   1. Most people would rather change their circumstances to improve their lives when they should be improving themselves to improve their circumstances.
   2. When deciding the first thing to change – look in the mirror

   *If you want a better wife, be a better husband,*
   *If you want a better job, be a better worker,*
   *If you want a better country, be a better citizen.*

B. Most People Do The Same Thing The Same Way, Yet Expect Different Results
   1. When we do the same things the same way, the only thing that will change might be our luck
   2. How many people live as if the obstacles to success must change because they refuse to?

C. Most People See Change As A Hurtful Necessity Instead Of A Helpful Opportunity
   1. Most changes carry some degree of pain
   2. Without change, there will be no innovation, creativity, or improvement.
   3. Change is GOING to happen – embrace it or be left behind.
D. Most People Won’t Pay **The Immediate Price** To Change And End Up Paying **The Ultimate Price** For Not Changing

1. If needed change is **ignored repeatedly**, the future may bring a devastating change

   **Most regrets anyone will ever have, will not be something they did but from something they didn’t do**

2. The cost of **“missed opportunity”** is the highest price we can pay

E. Most People Change When Prompted By One Of Three Things

1. The **hurt bad** enough that they have to
   a. A little pain is often not a strong motivator

2. They **learn enough** that they want to
   a. Insights, enlightenment

3. The **receive enough** that they are able to
   a. Sometimes the plans are there, but not the resources

F. Change Is Rarely **Instantaneous**

Once the decision to change is made, follow this formula to successful change:

1. **New Information is Accepted** – To see things differently
2. **A New Attitude is Adopted** – The critical time of emotional growth and change

3. **New Behavior is Practiced** – Making different choices and living out the change

4. **New Convictions Influence Others** – New convictions begin to lead others around them to accept this new vision

5. As you change, it is important to remember there will be some around you who will not own this change with you. Don’t get discouraged!

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“You and I are only defining one decision way from a totally different life.”
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**LIVE IT**

“Change Is Really Different”

**III. MAKING CHANGES THAT COUNT**

**A. Change Yourself**

Verse by Tony Evans

If you want a better world
Composed of better nations
Inhabited by better states
Filled with better counties
Made up of better cites
Comprised of better neighborhoods
Illuminated by better churches
Populated by better families
Then you’ll have to start by becoming
A better person

3. It is amazing how much better others look, sound, communicate and relate to you when you change you first!
B. Change Your **Attitude**

1. Trying to change others is an exercise in futility

2. When you change the way you look at things, the things you look at actually begin to change

3. Check your attitude – where is it in **relationship to success**?

C. Change Your **Non-Changing Friends**

1. This may be the hardest part about personal growth

2. There will be times when we must make a decision between our **future** and our **friends**

The cold hard truth about your own personal growth:  
*Not everyone wants you to change*

3. Consider the **negative impact** spending time with those not supportive of your growth and change:

   a. What kind of **counsel** do you receive when you seek it from negative people?

   b. What happens when you discuss your problems with someone incapable of **contributing** to the solution?

   c. What happens when you follow someone who isn’t going anywhere?

   d. Where do you end up when you ask directions from someone who is lost?

4. Every minute you spend with the wrong people takes you away from the time you have to spend with the right ones
D. Determine To Live Differently Than The Average People

The two most important questions we can ask ourselves:

1. **Who Am I?**
2. **What am I becoming?**

3. **Think differently** – The negative thinking habits must change
4. **Handle feelings** differently – Don’t allow feeling to determine behavior
5. **Act differently** – The secret of your success can be found in your daily agenda

Make your greatest fear to “achieve mediocrity”

E. Unlearn What You **Know** To Learn What You **Don’t Know**

1. Never give up your **right to be wrong**. If you do, you will lose the ability to learn new things and move forward with your life.

2. To unlearn you must:
   a. **Admit** that you are not solving the problem
   b. Open your mind
   c. Switch from trying to **defend your actions** to **asking questions** of how to solve the problem
   d. **Cease** the old habit
   e. **Practice** the new way

3. How do you change the shape of an ice cube?
   a. Melt it down
b. Decide the new shape  
c. Freeze the water into the new shape

LEAD IT  
“Leading Others To Change”

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<thead>
<tr>
<th>Discussion Question Options</th>
<th>Learning Opportunities</th>
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<tbody>
<tr>
<td>What are some of the areas you need to personally change?</td>
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<tr>
<td>Will you be ready to make changes that cost you?</td>
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<tr>
<td>How does your daily schedule need to change?</td>
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<tr>
<td>How long will the changes you need to make take for you?</td>
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Get ready for next week’s Lesson: **MATURITY – The Value Of Learning**