

Teeter Totter Effect

Motivators

Subjective Weig (1-10)

Examples:

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| 1. See change as aligned with sense of identity | 1. 2 |
| 2. Confidence and resilience | 2. 3 |
| 3. Fear of results of current path | 3. 4 |
| 4. enjoyment of challenges | 4. 2 |
| 5. discontent with current situation | 5. 9 |
| 6. Excitement about potential outcomes of change | 6. 3 |
| 7. Ease of change | 7. 3 |
| 8. understand how to change | 8. 1 |

Demotivators

Subjective Weights (1-10)

Examples:

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| 1. See change as against identity | 1. 5 |
| 2. lack of confidence | 2. 3 |
| 3. Fear of failure | 3. 9 |
| 4. dislike of learning curve | 4. 5 |
| 5. contentment with current situation | 5. 9 |
| 6. Fear of potential outcomes of change | 6. 3 |
| 7. dread the work of change | 7. 5 |
| 8. ambiguity and confusion about how to change | 8. 9 |

