

EXERCISE



Immunity to Change

Exercise from: *Immunity to Change: How to Overcome It and Unlock the Potential in Yourself and Your Organization* by Robert Kegan and Lisa Laskow Lahey

Purpose: Identify hidden beliefs and competing commitments holding you back

Instructions:

1. State your commitment or goal
2. Write down what you are currently doing or not doing that conflicts with achieving this goal
3. Explore potential fears or hidden commitments that might be driving these behaviors
4. Reflect on how these fears are impacting your progress and develop strategies to address them

Reflection Prompts:

- What hidden fears or competing commitments resonate most with you?
- How are these fears holding you back from achieving your goals?
- What small steps can you take to start addressing these barriers?

OUR NEXT COHORT STARTS ON FEBRUARY 11, 2025



Reimagine Your Career: A Playbook for Designing Your Next Act

Women in mid to senior-level roles in tech are managing feelings of isolation and loneliness. It's a struggle to navigate the demands of intense careers while also cultivating a fulfilling life outside of work.

Lift Up Connections provides the peer community support, guidance, visioning, and leadership expertise to bring your whole self to your work, reimagine what's possible, and cultivate your authentic voice.

Next cohort begins on February 11, 2025

A promotional banner for a cohort. On the left is a portrait of a woman with shoulder-length brown hair, wearing a dark blazer over a black top and a necklace. The background of the banner is a dark teal color. To the right of the portrait is the title 'Reimagine Your Career: A Playbook for Designing Your Next Act' in white bold text. Below the title are two paragraphs of white text. At the bottom right is a blue rounded rectangular button with white text that says 'Next cohort begins on February 11, 2025'.

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