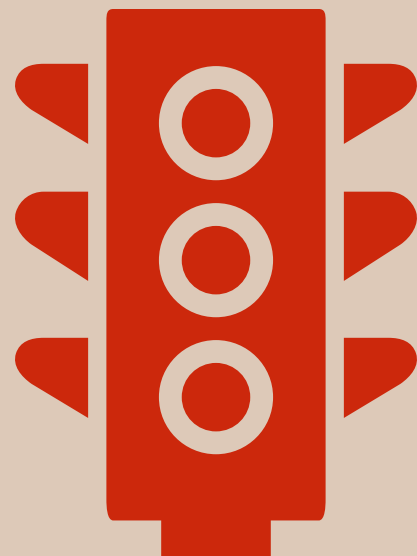
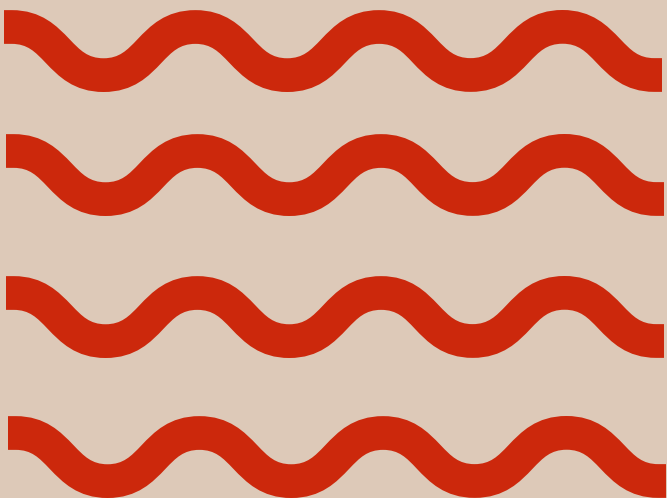




What's your  
**ChangeAbility**  
Personality Type?

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## What do you do when life throws you a curve ball?

- A. Stand still and wait for things to calm down. I never make a rash decision.
- B. Rush forward. I can't wait for a new beginning!
- C. Ask my closest friends about the change for guidance.
- D. Make a list of pros and cons. I want to be sure. After all, I could change my mind.

## What is your go-to response when you face a life change?

- A. Freeze. I am usually resistant to change.
- B. I go forward. I am generally unafraid of change.
- C. Look for signs I'm on the right path. I ask others for guidance or pay attention to clues in my environment.
- D. I resist change at first but then act fast once I'm committed to a new beginning.

## Choose the word you most associate with change?

- A. Daunting
- B. Exciting
- C. Meaningful
- D. Inevitable

## Change, to you, means...

- A. Life circumstances beyond my control.
- B. What makes life interesting. Without it, I feel restless or get bored.
- C. Life lessons to experience, including opportunities for growth.
- D. It could mean a new beginning, but it could also mean letting go of something I value.

If you scored more **A** answers, you are a **Planting Your Feet** personality type.

If you scored more **B** answers, you are a **Ready, Fire, Aim** personality type.

If you scored more **C** answers, you have an **In the Flow** personality type.

If you scored more **D** answers, you have a **Stop and Start** personality type.

You might resonate with more than one type. Read them all, and then find out how you can become a **ChangeAbility Virtuoso**.



# Planting Your Feet

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- Find comfort in the familiar
- Slow to adjust
- Resistant to change
- Fear of unknown

**Positive Traits:** Dedicated, loyal, trustworthy, sentimental, a guardian, reverence for history

**Challenges:** Stubborn, afraid of change, denial of change, procrastination, unhealthy attachments

---

If you are a "**Planting your Feet**" personality type, you resist change. You might fear the unknown of what's ahead, and when change comes into your life, you come to a standstill. Because of this, you might even feel stuck in life from time to time. For example, you might stay at your job despite being unsatisfied with your work. Or maybe you stay in the same house even though it no longer meets your needs. You may tell yourself, it's easier to stay put than go through the hassle of starting something new. However, sometimes, change is exciting and opens doors of possibility in your life. Sometimes, change is uncomfortably inevitable, and other times, it is like a breath of fresh air! The question is: How will you move with change?

You look back on your life with reverence for history and nostalgia. You have learned to appreciate life's ups and downs, and you are steadfast and loyal despite challenging circumstances. Your friends and family members might consider you a reliable, dependable person upon whom they can rely.

You might find yourself adopting coping mechanisms when change happens. You might hold on to material possessions, collecting objects from past experiences. You could tend to eat more during times of change, too. These are two ways you might try to find grounding and stability during times of rapid change.

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**What might help?** Of the **Seven Principles for Change** outlined in *ChangeAbility: How Artists, Activists, and Awakeners Navigate Change*, these are ones that are best for you:

### **Find Community**

Seek support from others and connect with friends. Remember you are not alone.

### **Spark Fire**

Allow passion to fuel your change. Act on behalf of who or what you love.

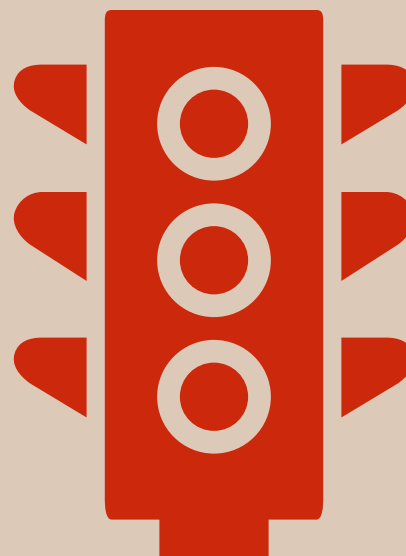
### **Proceed Incrementally**

Adopt a step-by-step strategy, focusing on one move at a time. Outline a plan, and course-correct if necessary.

# Stop and Start

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- Slow to accept change, then acts quickly OR...
- Takes fast steps forward and then stops
- One step forward, two back
- Changes may seem rash but are carefully thought out



**Positive Traits:** Thoughtful, self-aware, cautious, practical, motivated, ambitious

**Challenges:** Easily overwhelmed, anxious about change, prone to mental chatter, reluctant

---

If you are a **"Stop and Start"** personality type, you go through periods of rapid change and then put on the brakes. You might initiate change, but then when it starts to become real, you could change your mind and backtrack. Conversely, you may do the opposite. You might avoid making changes in your life and then make sudden, swift changes only after you have thoroughly ruminated about your changes. After a long time with the brakes on, when you finally move forward, you act fast! You vacillate between these change paradigms, but what underlies both is a fear of change and a slight tendency toward perfectionism.

The truth is: You just need more time to adjust to the speed of change, and you need time to intellectually process your life changes. Your fear stems from a lack of trust in the future and in your ability to make the right decision. Doubt can be a limiting factor, but you can overcome that by focusing on the positive and having faith.

To cope with your fear of the unknown during times of change when you are feeling stuck, you might need more time alone. You may even feel withdrawn from others, more tired, and need more self-care. However, in these times, others can be a source of support and assistance.

If you are a **"Stop and Start"** personality type, you may feel overwhelmed during times of transition, especially if your change is unexpected. You could try to gain control by trying to organize yourself in any way possible. You thrive when you have clear and tangible steps to take, a to-do list to follow, and a strategy for moving forward.

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**What might help?** Of the **Seven Principles for Change** outlined in *ChangeAbility: How Artists, Activists, and Awakeners Navigate Change*, these are ones that are best for you:

## **Find Community**

Reach out to others for support, and connect with others going through similar life circumstances. You are never alone!

## **Have Hope**

Remain optimistic, and hope for successful outcomes. Remember your individual change is part of a greater unfolding story.

## **Listen Deeply**

Listen to trusted friends and your own intuition for guidance. Seek wisdom from others.

# Ready, Fire, Aim

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- Impulsive
- Risk-taker, you'll take a chance
- Make a change before you have a fully-formed plan
- Might change your mind



**Positive Traits:** Innately hopeful, enthusiastic, courageous, adventurous, self-directed, determined

**Challenges:** Impulsive, anxious, restless, easily distracted, scattered

---

If you are a "Ready, Fire, Aim" personality type, you crave adventure and the excitement of racing into the unknown. You thrive during times of transition. If you feel held back by any external circumstances, you can get restless and frustrated. This is never comfortable for a **Ready, Fire, Aim** person. Because change energizes you, you may jump ahead into a new chapter of life, often without fully planning the details. You might even reflect back on the past and feel regret or disappointment as a result of the rapid change.

Sometimes, when one aspect of your life changes, it may spur a domino effect, and you could find yourself swept up in a whirlwind of change. When this happens, you might let go of people, places, or things, setting out for a new adventure. On the positive side, you are not affected by fear or resistance, and you may even have an extra dose of courage propelling you forward. On the downside, however, you could experience grief later in life, after the change settles and you finally have a chance to reflect.

You might find yourself staying busy as a coping mechanism to keep from allowing fear to creep into your conscious awareness. In order to maintain momentum, you move fast, often without letting anyone's opinions dissuade you from going ahead. During times of change, you benefit from grounding, finding stability, and taking things a bit slower.

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**What can help?** Of the *Seven Principles for Change* outlined in **ChangeAbility: How Artists, Activists, and Awakeners Navigate Change**, these are ones that are best for you:

### **Bring Awareness**

Slow down and pay attention to your emotions and thoughts. Be aware of your breath and body.

### **Align with Nature**

Spend time in nature grounding your energy. Connect to the cycles and seasons to witness the synchronized way nature changes.

### **Proceed Incrementally**

Have the patience to find the right strategy before proceeding. If not, a course-correction is inevitable.



# In the Flow

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- Observes first
- Gathers the details
- Cautiously optimistic
- Willing to let go
- Seeks external approval

**Positive Traits:** Adaptable, relational, considerate, thoughtful, aware, in tune with nature

**Challenges:** Indecisive, insecure, fear of disappointing others, overly analytical

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If you are an "**In the Flow**" personality type, you wait for external signals before making a change. You might follow signs or signals you receive in your environment. The symbolism of the hawk flying overhead might be a message for you. You seek others' opinions before initiating a change in your life and check for validation. When unexpected changes occur, you observe before acting, and you step into the existing current of change. Once you do make a move, you allow yourself to be carried and remain optimistic about the outcomes. You might even look for a greater purpose or ask yourself, "What can I learn from this?"

Your own changes flow with those of others in your life and in your environment. At times, you might feel led by these shifting currents, and you might feel a need to direct your own course. Insecurity can be an issue for the **In the Flow** personality type, which leads to your need for external validation.

Your change challenge is that you can rely too much on external sources to inform your internal sense of direction. You love gathering data, making lists of pros and cons, and hearing what others have to say. However, you run into problems when you have too many contrasting ideas. You can become indecisive analyzing all of that information! Your best bet? Pay attention to your intuition and trust your heart. As an other-directed individual, you are caring and compassionate, in tune with others. In times of change, focus on your needs and desires. Self-care is extra important for you, as well as maintaining a step-by-step plan to help you maintain a sense of order in your life.

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**What might help?** Of the **Seven Principles for Change** outlined in *ChangeAbility: How Artists, Activists, and Awakeners Navigate Change*, these are ones that are best for you:

### **Spark Fire**

Find passion from within to motivate you to move through change.

### **Bring Awareness**

Listen to only those you trust. Most importantly, listen to your heart. You might even journal or meditate to tune into your intuition.

### **Proceed Incrementally**

Understand that when the current of change takes you too far afield, you can stop and make course-corrections.



# ChangeAbility Virtuoso

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- Able to meet change appropriately
- Works with 7 Principles for Change
- Overcomes fear and resistance
- Navigates change with ease

If you are a "**ChangeAbility Virtuoso**," you have learned to navigate change with ease. You use the **Seven Principles for Change** as a scaffolding of support when you meet changes in your life. You have developed strategies for overcoming fear and moving past resistance.

You realize that change is inevitable, and you are willing to remain optimistic, even in the midst of rapid changes. You flow with life's currents, accepting that there are circumstances in life beyond your control. You have faith during challenging times and enthusiasm during times of wanted change.

You can identify whether changes are internal or external, fast or slow. Because of this, you know how to adjust your mindset to avoid procrastination or resistance. You help others navigate their own life changes.

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Here are the **Seven Principles for Change** outlined in **ChangeAbility: How Artists, Activists and Awakeners Navigate Change** by Sharon Weil.

#### **Bring Awareness**

Awareness can be experienced through sensation, perception, emotion, information, and understanding.

#### **Listen Deeply**

Listening deeply involves receiving information with all the senses. It requires curiosity, inquiry, and trusting what you hear.

#### **Find Community**

No one truly acts alone. Find Community means find support from others. You can share your vision and work together.

#### **Proceed Incrementally**

The best actions are those that begin small and steady and continue to grow over time.

#### **Align with Nature**

If you look to nature and natural systems for instruction, you can recognize patterns to help you locate yourself and prepare for what's to come.

#### **Have Hope**

Hope is the spirit that cannot be crushed. It lifts you to new possibilities.

#### **Spark Fire**

It is the heat that kindles passion and courage. It can burn through obstacles and fear.

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To find out how to become a **ChangeAbility Virtuoso** and learn more about the **Seven Principles for Change**, read **ChangeAbility: How Artists, Activists and Awakeners Navigate Change** by Sharon Weil.

Visit [SharonWeilAuthor.com](http://SharonWeilAuthor.com) to join our community of change-makers.



## Planting Your Feet

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- Resistant to change
- Makes life changes carefully

Often pairs with **In the Flow**  
 Could learn from **Ready, Fire, Aim**

Benefits from **Find Community, Proceed Incrementally, and Spark Fire**



## Ready, Fire, Aim

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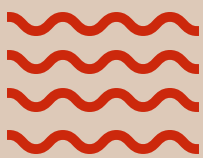
- Change energizes you
- Act and then assess

Often pairs with **Stop and Start**  
 Could learn from **In the Flow**

Benefits from **Align with Nature, Bring Awareness, and Listen Deeply**

# What's your ChangeAbility Personality Type?

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## In the Flow

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- Seeks others' ideas
- Follows the signs

Often pairs with **Planting your Feet**  
 Could learn from **Stop and Start**

Benefits from **Spark Fire, Proceed Incrementally, and Bring Awareness**



## Stop and Start

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- Analyzes change
- Acts quickly after careful consideration

Often pairs with **Ready, Fire, Aim**  
 Could learn from **In the Flow**

Benefits from **Find Community, Listen Deeply, and Have Hope**