KEEP THE CHANGE

with

Chalice Springfield



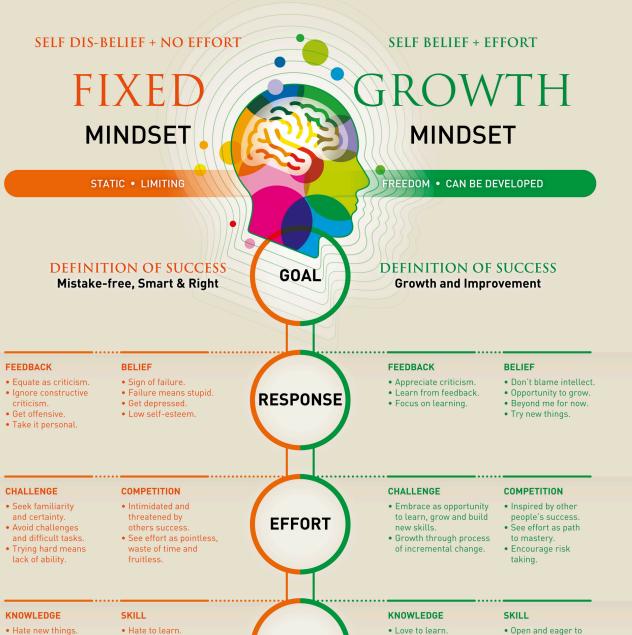
A takeaway guide from the Weld Found Podcast series Keep the Change



Change is never easy — but it's also how we grow. This handout brings together key visuals from *Keep the Change* to help you notice resistance, navigate the process of change, and embrace what's possible on the other side.

Use these tools as reminders: change isn't happening to you — it's happening through you.

Your mindset shapes how you respond to change. A fixed mindset sees mistakes as failure; a growth mindset sees them as opportunities to learn and improve.



- Believe it is not useful
- and unnecessary. Afraid to admit
- when don't know
- · Hate to learn.
- Get discourage and avoid learning.
- Avoid making mistakes.

STRATEGY

- · Believe is it useful
- as it leads to growth.
- Willing to admit not knowing.
- Open and eager to learn new skills.
- Use skills to learn and gain experience.

FAILURE

- Back down or quit
- Failure means lack of capability.
- May plateau early and fail to reach full potential.

SUCCESS

- Believe innate ability
- determine success. • Success onfirms a deterministic view of the world.

RESULT

FAILURE

- Embrace and persevere upon failures.
- · Treat as chance and opportunity to learn.
- Prepare for next attempt.

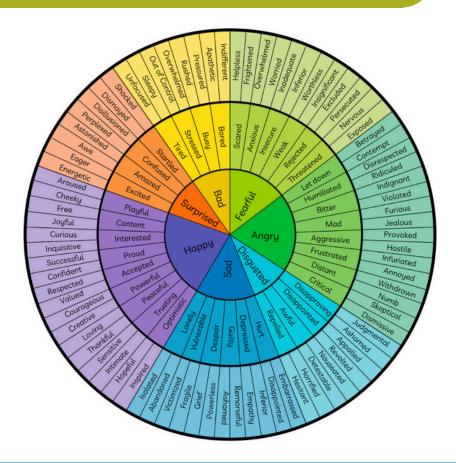
SUCCESS

- Mindset and effort
- are drive to success. • Effort leads to success.
- Strive for gowth and higher achievements.
- Having greater sense of free will.

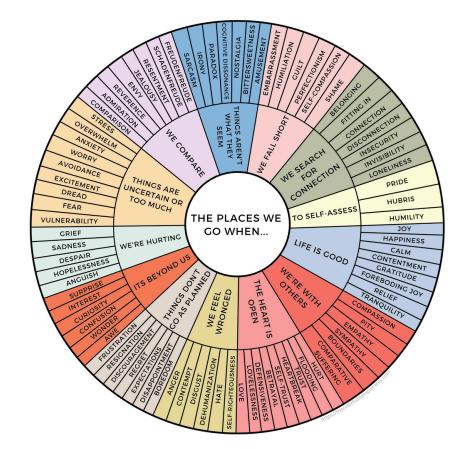
WORK HARD TO OWN

WORK HARD DUE TO PASSION

Emotions are signals, not obstacles. Paying attention to them can guide us through the change process with greater awareness and compassion.



Naming emotions helps us manage them. The wheel shows the wide range of feelings we may experience during change, giving us language to better understand ourselves.

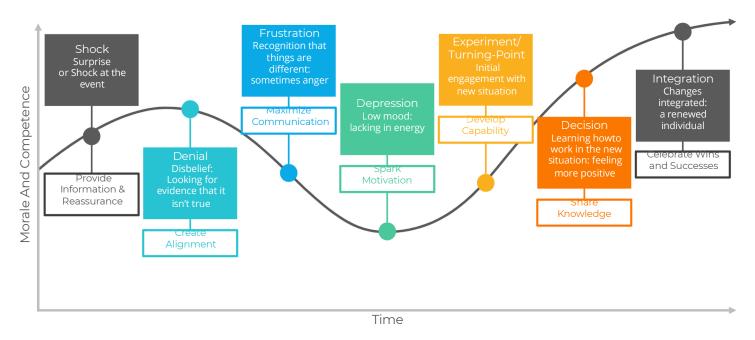




Change isn't linear — we move through stages like denial, frustration, and experimentation. Each stage has a matching "antidote" to help us move forward.

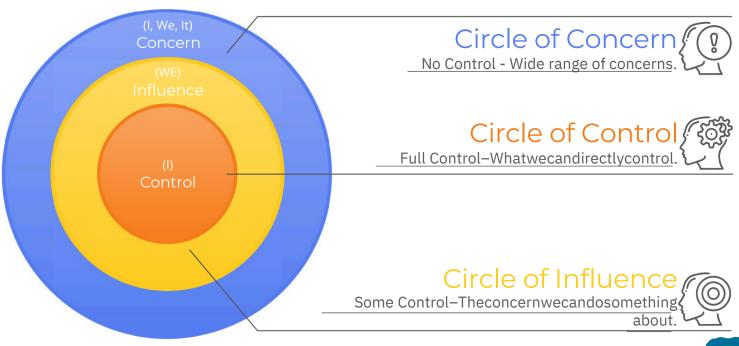
Kübler-Ross Change Curve

Emotional Response to Change



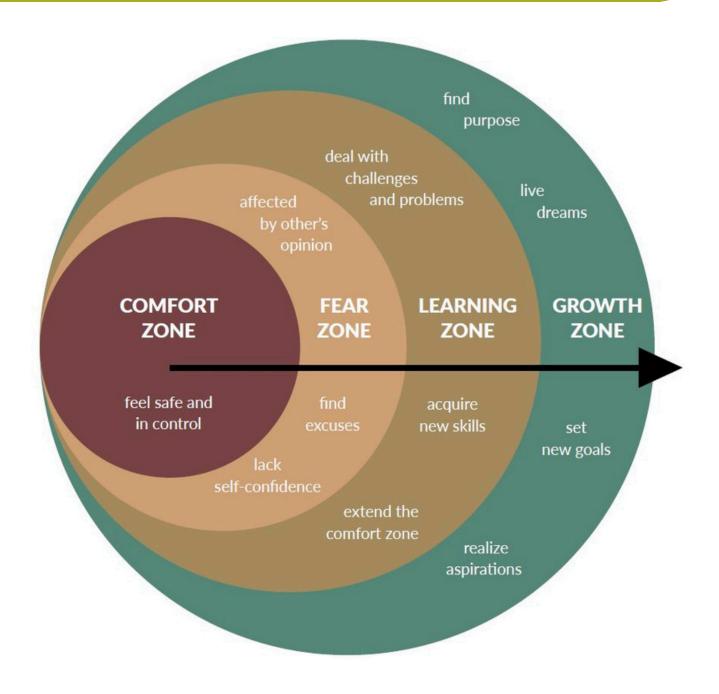
In times of uncertainty, focus your energy where it matters most — on what you can control and influence, rather than what's outside your power.

Covey's Circle of Concern, Influence, and Control





Stepping out of our comfort zone feels risky, but it's where true growth happens. This chart reminds us that fear and uncertainty are part of the path to learning and transformation.



Remember: Resistance is human, small actions lead to transformation, and your mindset matters more than your mastery.



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