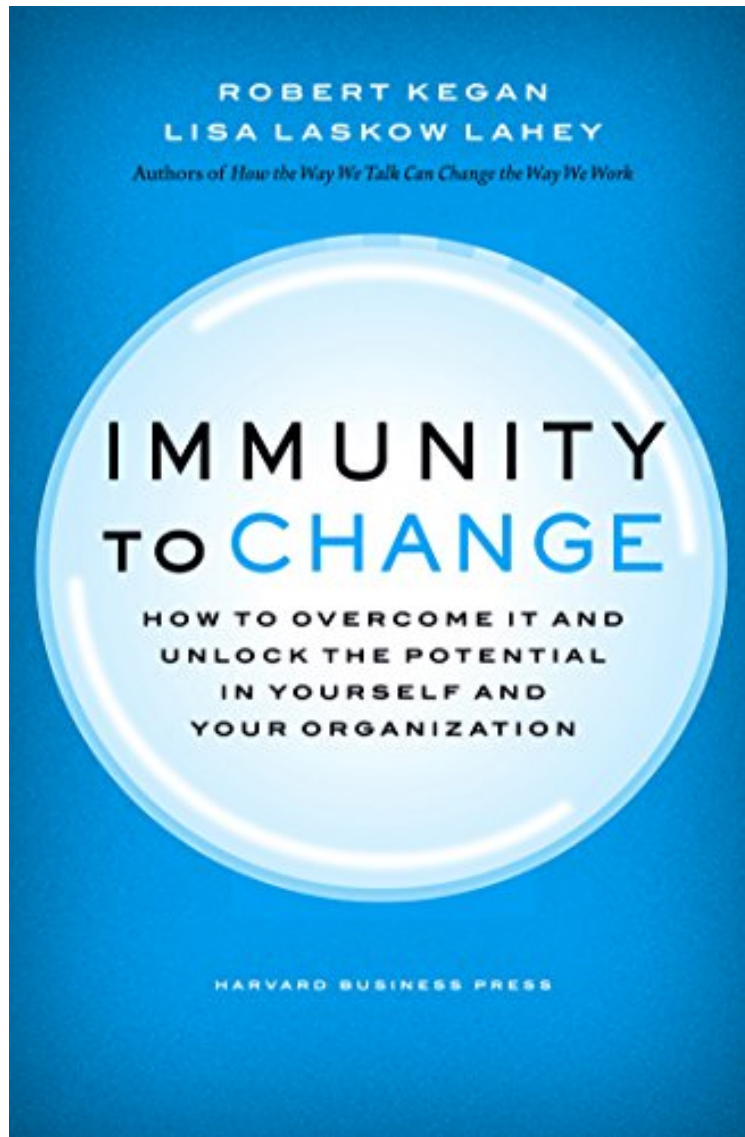


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Immunity to Change: How to Overcome It and Unlock the Potential in Yourself and Your Organization (Leadership for the Common Good)

Robert Kegan, Lisa Laskow Lahey
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Robert Kegan, Lisa Laskow Lahey : Immunity to Change: How to Overcome It and Unlock the Potential in Yourself and Your Organization (Leadership for the Common Good) before purchasing it in order to gage whether or not it would be worth my time, and all praised Immunity to Change: How to Overcome It and Unlock the Potential in Yourself and Your Organization (Leadership for the Common Good):

2 of 2 people found the following review helpful. Years of research to easy rules to detect the immunity reasons and changeBy David T.New insights on to why we say we want something and competing subconscious assumptions stops us.This book will help on detecting the underlying reasons that stops us from changing, checking them out "consciously", make experiments to know if they are true or not, and finally and maybe gradually change.With experiments, guidance to how to and advises on details, change is now more ours. Definitely a good way to know ourselves and even misconceptions we have on the world, that unconsciously stops us from a positive change.0 of 0 people found the following review helpful. This book showed up at a really important time in ...By WisdomloverThis book showed up at a really important time in my life. I've been struggling making a career change. And I've been very angry at my father for not being able to make diet changes after many wake up calls. Now I understand the psychological immune system and our hidden commitments preventing change.Important note: for individuals, only read chapters 1-3; then chapters 8-10. This book is geared more for management level people trying to make organizational change.1 of 1 people found the following review helpful. Destruction and CreationBy FredAnother great book I read in 2013 is Immunity to Change a book I think many of us will learn much from as we try to shape and reshape our organizations in to flexible and agile forces of excellence. In the book the author writes:"We had been studying the evolution of mental development from the outside, as it were, seeking to describe the structure of each way of meaning-making, why it created the reality it did, what changed in a structure when it evolved. But now, without our quite realizing it, we were finding our way into the inner dynamics, in particular a sort of "master motivator" that keeps us on our current plateau. We uncovered a phenomenon we call "the immunity to change," a heretofore hidden dynamic that actively (and brilliantly) prevents us from changing because of its devotion to preserving our existing way of making meaning."How do we destroy this locked in way of thinking and create innovative thinkers and doers is what the book focuses on in way that will help you continually improve yourself as an individual and your organization.

A recent study showed that when doctors tell heart patients they will die if they don't change their habits, only one in seven will be able to follow through successfully. Desire and motivation aren't enough: even when it's literally a matter of life or death, the ability to change remains maddeningly elusive.Given that the status quo is so potent, how can we change ourselves and our organizations?In Immunity to Change, authors Robert Kegan and Lisa Lahey show how our individual beliefs--along with the collective mind-sets in our organizations--combine to create a natural but powerful immunity to change. By revealing how this mechanism holds us back, Kegan and Lahey give us the keys to unlock our potential and finally move forward. And by pinpointing and uprooting our own immunities to change, we can bring our organizations forward with us.This persuasive and practical book, filled with hands-on diagnostics and compelling case studies, delivers the tools you need to overcome the forces of inertia and transform your life and your work.