

COMPASS of CHANGE™

Change is constant.

The question is not *if* change will happen, but *how will* you choose to navigate it?

Often, we think of change only as action—charging forward, doing more. But change can also mean resisting action, standing still, or holding on to “the way we’ve always done it.” At times, we may not recognize that we have already made our choice, or that other options even exist. When no option feels available, we can feel stuck. Without options, we face a dilemma.

The Compass of Change™ is a tool to remind us that our perspective - not our circumstances - determines our actions and our results. By moving through four simple steps—Notice, Explore, Shift, Walk—we can navigate any change with greater clarity and intention. This process helps us recognize when we are stuck, open new perspectives, and create possibilities for better outcomes.

Consider an outcome you are aiming to achieve. Here are some sample questions that serve as a guide to help gain clarity on your next steps:

N – Notice – Awareness, Consciousness

- Where do I feel stuck?
- What do I keep avoiding, dismissing, or not seeing?
- What am I feeling, thinking, or assuming?
- What patterns or habits am I repeating?
- What is happening right now, inside me and around me?

E – Explore – Curiosity

- Why is this important to me? Why now?
- Whose viewpoint have I not considered?
- What do others see that I don’t see?
- If I were curious instead of certain, what would I ask?
- What is the cost or consequence of taking – or not taking - action?

S – Shift - Choices

- What perspective would empower me right now?
- What meaning do I want to give this change?
- What choice is truly mine to make?
- If I chose differently, what else could become possible?

W – Walk - Action

- What step can I take right now, however small?
- How will I act when consistent with the perspective I’ve chosen?
- What action would move me toward possibility, not stuckness?
- What is most likely to stop me?

N = Notice

E = Explore

S = Shift

W = Walk

