



Character Resource Tools

Personal Character and Organizational Culture ~Positive Change Formula

“How can I really change for the better...how DO people change?”

$$\{TD + RV + FS\} > CP = C$$

TD = Total Dissatisfaction (with status quo)
RV = Realistic Vision (for a preferred future)
FS = First Step (willing to take the risk)
CP = Current Pain
C = Change

“OK, but how do I sustain change?”

$$\{CC+AA+GC\} > DT = SC$$

CC= Cultivating Conscience habit
AA= Authentic Accountability
GC= Good Character-Reinforcing Company
DT= Daily Temptation to do otherwise
SC=Sustain Change