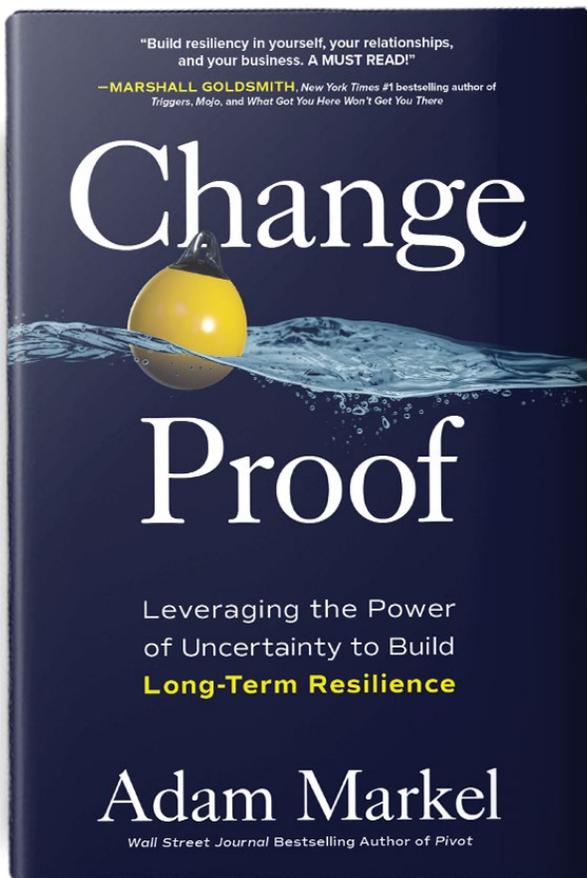


# Group Discussion Guide



## A Guide for Learning to Thrive in the Unprecedented New World We Find Ourselves In

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*Change Proof*  
By Adam Markel

# INTRODUCTION

## Are You and Your Organization Thriving or Merely Surviving?

There's no question that the last two years have been tremendously tough on all of us. We've had to weather wave after wave of the impacts of COVID-19 — and we're still facing many of its challenges in direct and indirect ways.

Often, resilience is associated with “rolling with the punches” and “bouncing back” after a challenge or through change. But what if, rather than simply getting back to baseline you could aim higher and actually *thrive* in the midst of uncertainty?

We all know that change is necessary, and yet few of us welcome it. Becoming change proof means coming to terms with the discomfort of change so we can truly embrace the future.

**Above all else, to become change proof we must be resilient.**

*Change Proof* teaches you that this kind of resilience—thriving versus surviving—is a skill you can cultivate, both personally and professionally. Learn to move beyond managing change to actively embracing it—and actually using times of uncertainty, crisis, and chaos to create opportunities and stimulate individual and team growth.

**Put simply, we have to learn how to crush it without crushing our team members in the process.**

My team and I created this discussion guide because we know how hard it can be to manage, inspire, and even motivate others — especially when it comes to making changes and assimilating new tools. This guide will help you do both by giving you a structure to model and facilitate from with context to prime the discussion of resiliency with your teams.

**It is my hope that this discussion guide inspires thoughtfulness and sparks interesting conversation among you and your team members to explore how together, you can become change proof.**

Much Love,  
Adam Markel

# PART 1:

# Choose Change Before it Chooses You

## Chapter 1: How Change Changes Things – and What to Do About It

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1. Have you felt unease or anxiety in the last several months? What have you been anxious about?
2. Have you experienced a macro or micro pivot recently? Please share.
3. How do you feel you can become “friends” with change?

## Chapter 2: Got Your Back - Lifeguard Lessons

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1. Who would you identify as your “wingmen” in life? How do they support you?
2. When’s the last time you “failed”? What did you learn?
3. Who’s back do YOU have? Who knows they can count on you no matter what?

## Chapter 3: The Change Proof Model - Pause, Ask, Choose

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1. Do you have a morning ritual? What is it?
2. When was the last time you were in the “suck”? How did you deal with it at the time?
3. Pause, Ask, Choose - which step is the most challenging for you?

# PART 2:

# Becoming Change Proof

## Chapter 4: The Power of Choice - Leveraging Your Relationship to Change and Stress

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1. Do you often feel overly stressed? How do you deal with it?
2. How do you perceive stress? Do you believe it's harmful?
3. Share about your Resilience Assessment results. What did you learn? *If you haven't taken the Resilience Assessment yet, [you can do so here](#).*

## Chapter 5: The Markers of Resilience

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1. Do you identify as a resilient person? Share about a time when you modeled resilience.
2. Do you love your life? If not, what's standing in the way of you loving it?
3. Among the markers for resilience listed in this chapter, which ones, if any, are the biggest challenge for you?

## Chapter 6: The Myth of Balance

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1. Is your life harmonious? If not, what feels out of harmony?
2. In what areas of your life are you experiencing friction?
3. What is your relationship with uncertainty? Do you embrace it with relative ease or is it difficult for you?

## Chapter 7: Harmony

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1. Are there any activities/habits/rituals you engage in that bring you a feeling of harmony?
2. Of the four pillars of equilibrium, which is the most challenging for you? The easiest?
3. How can you break yourself down to the four core instruments that make us human so that you're operating at the highest level possible for as long as you possibly can?

## **Chapter 8: The Resilience Bank Account**

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1. How old were you when you opened your first bank account? What was that experience like?
2. Do you make daily deposits to your resilience bank account? In what ways?
3. When you think about your resilience bank account, have you made more deposits or withdrawals?

## **Chapter 9: Resilient Organizations**

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1. Among the seven conclusions the US government outlined for “Resilience and Ecosystem Services”, which resonated the strongest for you and your organization?
2. Are there any conclusions where you feel your organization is doing well?

## **Chapter 10: Left Brain Resilience**

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1. Let’s revisit your Resilience Assessment Results. What falls in your red zone?
2. Among the four quadrants (Mental, Physical, Emotional, Spiritual) where did you score the highest? Lowest? What did you learn?
3. What anecdote from this chapter resonates the most with you? Why?

# PART 3:

# Change Proof Hardware

## Chapter 11: Recovery Versus Burnout

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1. What's your relationship with your body? Do you care for it well? How could you do better?
2. Have you experienced burnout? Share about the experience and how you approached recovery.
3. Are you being honest with yourself as it relates to burnout?

## Chapter 12: Recover Before It's Too Late

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1. How do you recover? Do you wait until you're tired or pause before you're past the brink?
2. What are two or three practical ways you can pause and recover during your day?
3. Do you ask for support when you need it?

## Chapter 13: Even Michael Jordan Paused

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1. What would taking a pause look like for you? What top of mountain do you fear you'll never get back?
2. How? And Why? Which question do you emphasize and in what order?

## Chapter 14: Outperforming Challenges

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1. Do you exercise regularly? If not, why?
2. Where does taking care of your body fall on your values list? Does it need to move up the priority list?
3. What physical rituals can you build into your day?

## **Chapter 15: Get Out of Your Head**

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1. How can you be more redundant with those you lead?
2. Did you do the pause exercise in this chapter? Talk about your experience.
3. How often do you pause with your thoughts?

## **Chapter 16: Mindset Recalibration**

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1. Which version of King Canute are you most like?
2. Have you ever disputed your initial beliefs and discovered something better?

## **Chapter 17: Disputing Irrational Beliefs**

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1. “What self-defeating irrational belief do you want to dispute and surrender?”
2. Do you tend to have a fixed or growth mindset?

## **Chapter 18: A Little Failure Goes A Long Way**

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1. Do you regularly “exercise” your brain? If so, in what ways?
2. Have you tried meditation? If so, what was your experience? If not, why not?
3. In what areas of your life can you inject more improvisation?

# PART 4:

# Change Proof Software

## Chapter 19: Happiness Doesn't Deliver Resilience

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1. Who is in your emotional support network? How do you rely upon them?

## Chapter 20: Are You Emotionally Agile?

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1. Do you feel that you're emotionally resilient? Are there ways you could improve in this area? How?
2. Have you tried tapping? What did the experience feel like for you?

## Chapter 21: The 3-4 Method

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1. Did you practice the 3-4 Method? How did it feel for you?
2. Are you willing to share what it is you're working to let go of?

## Chapter 22: Follow the Bubbles

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1. Have you ever experienced a life-threatening situation? What did you learn from it?
2. Talk about some bubbles you've experienced this week.

## Chapter 23: Calm is Contagious

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1. Do you feel like you're generally a calm person?
2. How do you "Embrace the Suck" in life?

## **Chapter 24: Resilience Is A Choice**

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1. What does your ideal day look like? Go through the exercise and discuss what came up for you?
2. How are you going to get there? What are concrete steps you can take to make progress toward your ideal day?
3. Have you created a Code of Conduct? Talk about it.

## **Chapter 25: The Myth of Authenticity**

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1. Have you found yourself hiding? In what ways do you hide from people in your life?
2. Is there anything you're feeling called to be transparent about?

## **Chapter 26: “We’ll Figure It Out”**

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1. Do you have a resilient relationship with someone that will help you “figure it out”?

## **Chapter 27: Self-Destruction Versus Stagnation**

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1. Have you tried the toothbrush test? How did it feel?
2. What is your perspective of spirit? What are your thoughts about an infinite nature of our spirit?

## **Chapter 28: What Change-Proof Culture Can Do For You**

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1. Among the four most important qualities that a business leader can possess (self-awareness, transparency, leading by example, leading with the spirit) which do you feel you do well? Which do you feel you need to improve?
2. If you are a leader of an organization, have you created a code of conduct for the business? What would it look like if you did?

## **Chapter 29: Connecting With Others Connects You with You**

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1. Who is someone that you've lost touch with that you can connect with this week?
2. What's one thing in your future that you're working toward?
3. Is it challenging for you to be present with yourself or others?

## **Chapter 30: Breakthrough Without a Breakdown**

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1. Have you identified anything you might need to let go of to become who you want to be?
2. What are three things you're grateful for that you can name today?

## **Chapter 31: Leverage Uncertainty**

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1. What are you grateful for in this moment?
2. Who are you grateful for in this moment?
3. How has your life benefited in ways you weren't paying attention to?

## **Chapter 32: The Mystery of Death**

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1. What are new ways you can find to serve those around you and in your organization?
2. While it may be difficult to discuss, how have you experienced loss and how can you use the "Five Honorings" for spiritual resilience?

## **Epilogue: Imagining the Future**

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1. What's the biggest lesson you've learned from Change Proof?
2. What will you implement from what you've learned to build your resilience?

# RESOURCES

## Tools for Building a Change Proof Culture

### Keynotes & Workshops

<https://AdamMarkel.com/Keynote-Speaker>

Adam supports organizations through engaging and interactive in-person and virtual keynotes, workshops, open space meetings and masterminds. Adam will skillfully motivate and inspire your team and attendees. But that's not enough - they will leave with practical and meaningful tools that can be immediately applied. Adam's support materials ensure that the audience remembers and can easily apply the takeaways. Adam handcrafts his talks for your specific audience and your intended results and objectives. View Adam's core talk abstracts at <https://AdamMarkel.com/Keynote-Topics/>.

### Individual & Organizational Support

<https://AdamMarkel.com/>

Adam and his team are dedicated to building a more resilient world, one individual and organization at a time. No matter what type of support you're looking for, we are here to help you...

#### ***Create a Change Proof You***

Leadership and Executive Coaching

#### ***Change Proof Your Team***

Facilitated Trainings, Workshops & Offsite Retreats  
Group Coaching Programs

#### ***Build a Change Proof Culture***

Organizational Training & Support  
Consulting with HR and C-suite to Build Cultural Resilience a Change Proof Mindset

### Becoming Change Proof Podcast

<https://AdamMarkel.com/Podcasts>

### Connect with Us

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