Surface Honest Resistance — Capture

For the facilitator — what people are really protecting, and the rollout change it drives. Anonymous throughout; cluster by what's protected, never by who said it.

TEAM / GROUP _____ FACILITATOR _____ DATE _____

THE ONE RULE

Anonymity is the tool. One attribution kills it.

Resistance isn't stubbornness — it's protection. Find what each objection is guarding.

1 · The change — one real change everyone in the room has experienced

2 · The real objections — surfaced from the Honest Response Cards, in the team's own words

3 · What they protect — cluster each card by what it guards, then tick the fullest

STATUS	COMPETENCE	WORKLOAD	CONTROL	HABIT / ROUTINE
how I'm seen	expert at old way	time, capacity	a say, ownership	how we do things
☐	☐	☐	☐	☐

The fullest zone is the real blocker — usually not the reason the team kept arguing about.

4 · The fullest cluster — what it protects, and why it's been blocking the change

5 · The rollout change we commit to — change the rollout to protect it; don't re-explain the change

THE ONE CHANGE THIS WEEK _____ OWNER _____

The habit to take back: before fighting a stated objection, ask — what is this person actually protecting: status, competence, workload, control or habit / routine?

Before you leave: *photograph this sheet. Names are never attached — cluster by what's protected, never by who said it. End with a rollout change, not just a fresh understanding.*

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