

Managing Complex Change*

X indicates a condition that is not present

Vision	+	Skills	+	Incentives	+	Resources	+	Action Plan	=	Change
X	+	Skills	+	Incentives	+	Resources	+	Action Plan	=	Confusion
Vision	+	X	+	Incentives	+	Resources	+	Action Plan	=	Anxiety
Vision	+	Skills	+	X	+	Resources	+	Action Plan	=	Gradual Change
Vision	+	Skills	+	Incentives	+	X	+	Action Plan	=	Frustration
Vision	+	Skills	+	Incentives	+	Resources	+	X	=	False Start

*MCGCP 1997