

Notes from Open Space Topic Convenors

What was your topic or practice?

Identifying and Overcoming Barriers to Change

What were major discussion points?

We identified various barriers to change in our practices, institutions, schools, and communities, and discussed ways to overcome those barriers.

What did you learn?

Barriers to change:

- Attachment to an idea and to a result.
- Wanting to do too much/having unrealistic expectations.
- Fear of change and the commitment to making changes.
- Fear of vulnerability.
- Failure to take opportunities.
- Impatience, “not enough time.”

Strategies to overcome barriers:

- Go where there is interest.
- Do not have a plan of “everyone is going to think this is wonderful.”
- Open up and share vulnerability with someone: they are more likely to be vulnerable with you.
- Find allies within the system.
- Start small (one-on-one, small groups, etc...).
- Learn to articulate your ideas/project: people will come out of the woodwork and may want to collaborate, but you won't find them unless you start talking.
- Include everyone, not just the people who “get it”: otherwise, it isn't really healing healthcare.
- Talk about “rituals” (what people do to find their own fulfillment).
- Develop a “strength” list, instead of a problem list.
- Send out intentions of what you want to achieve.
- Quality, not quantity, is important.
- Plant a seed by introducing an idea.
- Be persistent, attitude changes take time.
- Taking time for self-care will make you more efficient.

Whom should we contact for more information?

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