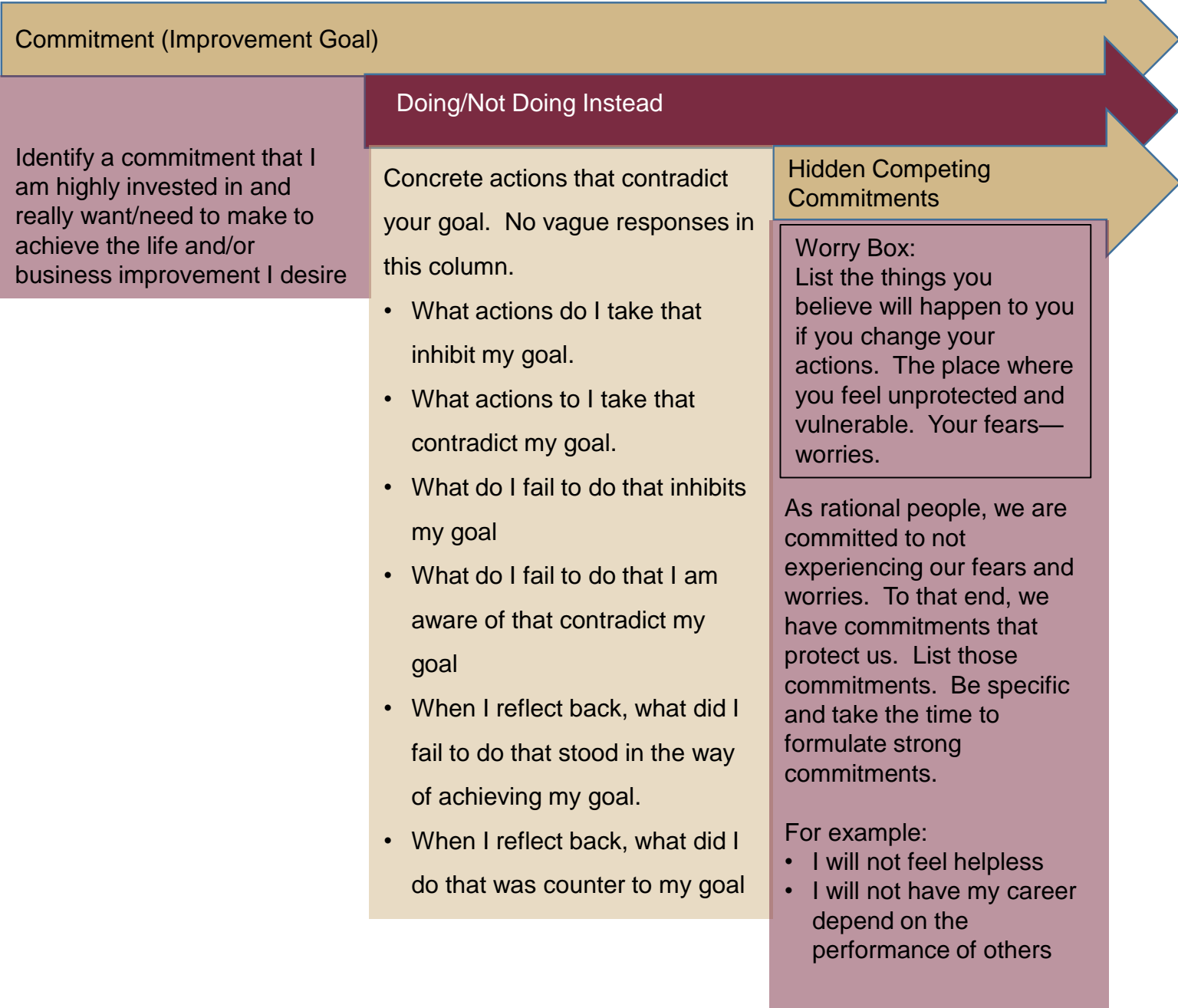




Immunity Map

Hidden Big Assumptions (BA)



Identify a commitment that I am highly invested in and really want/need to make to achieve the life and/or business improvement I desire

- Doing/Not Doing Instead**
- Concrete actions that contradict your goal. No vague responses in this column.
- What actions do I take that inhibit my goal.
 - What actions do I take that contradict my goal.
 - What do I fail to do that inhibits my goal
 - What do I fail to do that I am aware of that contradict my goal
 - When I reflect back, what did I fail to do that stood in the way of achieving my goal.
 - When I reflect back, what did I do that was counter to my goal

Hidden Competing Commitments

Worry Box:
List the things you believe will happen to you if you change your actions. The place where you feel unprotected and vulnerable. Your fears—worries.

As rational people, we are committed to not experiencing our fears and worries. To that end, we have commitments that protect us. List those commitments. Be specific and take the time to formulate strong commitments.

For example:

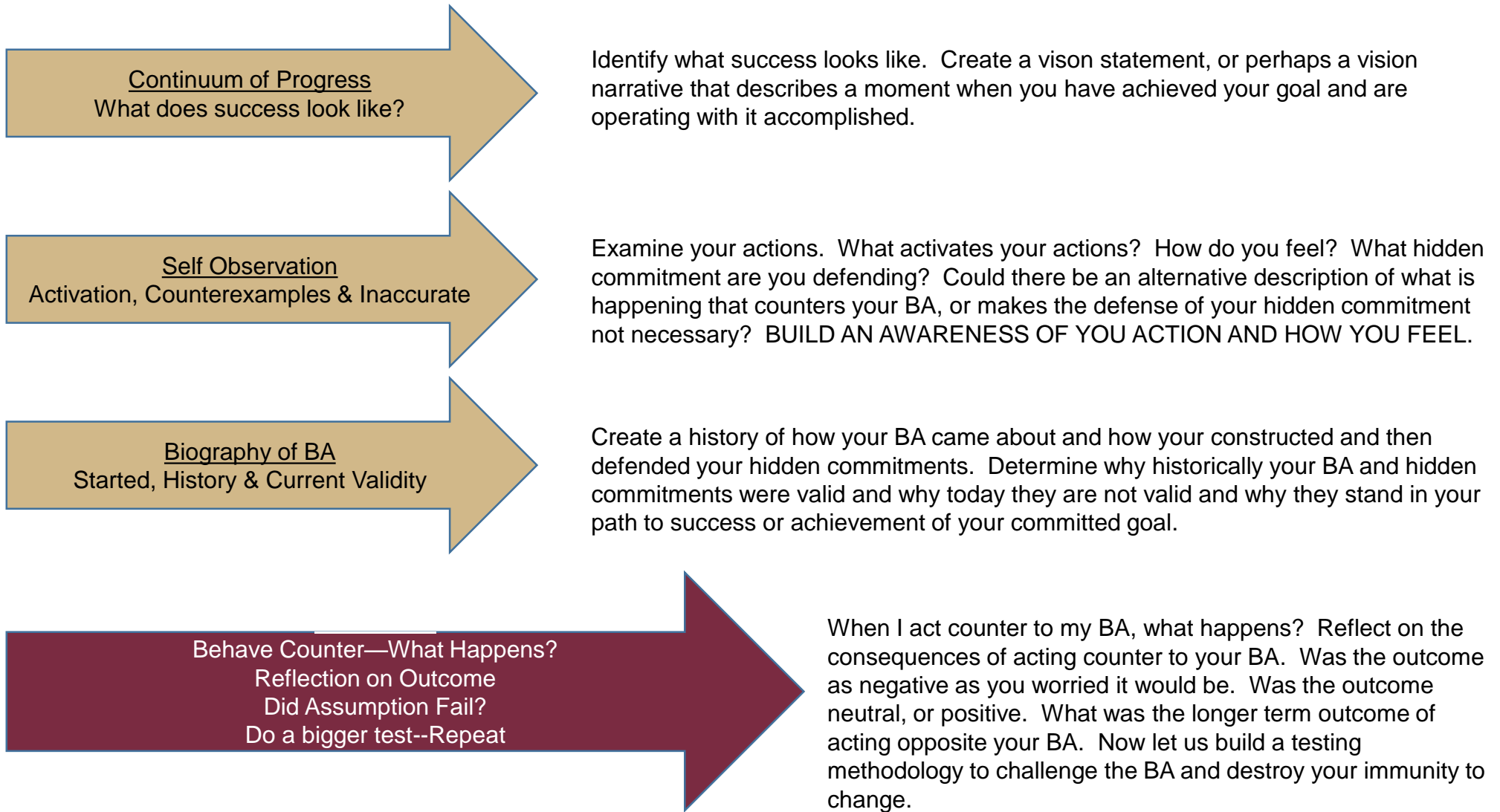
- I will not feel helpless
- I will not have my career depend on the performance of others

Behind our hidden commitments lurks a “Big Assumption (BA).” A BA acts as a guiding principle of our life. Until we confront our BA, we are immune to change. When we challenge our BA, test it and dare to confront its validity, we can diminish and ultimately unravel its effect on our life. As our BA and its impact lessen, our Improvement Goal becomes a reality.



Immunity Map

Change Adaptive BA: Commitment (Improvement Goal)





Immunity Map

Change Adaptive BA: Commitment
(Improvement Goal)

What am I going to do different?

How will the test provide information?

What will the Data I collect be?

How will the data question the validity of my
BA?

Do I know of someone who could act as an
observer or partner?

Smart: All tests of the BA should follow the rules below:

- Is it **S**afe—**M**odest?
- Is it **A**ctionable?
- Can I take a **R**esearch stance--**T**est
- Is the test relevant & valid?
- Might it reinforce BA & can I do it soon?