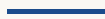




FREE RESOURCE · NAVIGATING CHANGE

Where Are You in Your Change Process?

*A guided reflection to locate where you actually
stand, and what this moment is genuinely asking of
you.*



Five phases · Fifteen minutes · No wrong answers

Change is a process, and you are already somewhere in it.

Change rarely arrives as a single decisive moment. It moves through phases, each one carrying its own work and its own particular difficulty. The person still weighing whether change is possible needs something entirely different from the person already building new structures around it.

Most change stalls for one simple reason. We apply the strategies of a phase we are not yet standing in. We reach for action when what the moment actually requires is clarity, or we push for certainty when what is needed is a small experiment.

*Meeting yourself where you
genuinely are is not a delay.
It is the fastest route
to anywhere you are going.*

HOW TO USE THIS

What follows are five sets of statements, one for each phase. Read each statement and simply tick it if it is true for you right now, in relation to the change you are holding in mind.

Do not aim for the phase you would prefer to be in. The value here lies entirely in accuracy, and accuracy is what makes the next step obvious.

WORTH HOLDING

No phase is ahead of another, and no phase is a failure. Each is doing necessary work, and each has a task that must be completed before the next becomes available.

You may also find yourself in more than one at once. That is common, and it is a finding rather than a problem.

Tick what is true for you right now.

01 Sensing

Something is stirring, though it has not yet found words

Something feels unsettled, and I cannot yet say precisely what.

☐

Other people seem more concerned about this than I am.

☐

I am not sure anything genuinely needs to change.

☐

The thought of changing feels distant or abstract.

☐

I notice a restlessness I would rather not examine too closely.

☐

TOTAL

02 Weighing

The question is now open, and both sides have weight

I know something needs to shift, and I have not decided what.

☐

I can see the cost of changing and the cost of staying.

☐

I move between certainty and doubt, sometimes within a single day.

☐

I think about this often, and I have taken no action.

☐

Part of me wants this, and part of me is genuinely reluctant.

☐

TOTAL

03 Preparing

The decision is made, and the ground is being laid

I have decided that this is going to change.

☐

I am gathering information, or seeking the right kind of support.

☐

I have taken one or two small steps already.

☐

I am working out how this will actually happen.

☐

I feel a mixture of resolve and apprehension.

☐

TOTAL

04 Moving

The change is underway, and it is demanding

I am actively doing things differently.	☐
This is taking more energy than I expected.	☐
I have had setbacks, and I have kept going.	☐
Other people have started to notice something is different.	☐
The old way still pulls at me, and I am choosing otherwise.	☐
TOTAL	

05 Becoming

The new way is settling into who you are

The new way is beginning to feel natural rather than effortful.	☐
I would find it genuinely difficult to return to how things were.	☐
This has changed how I see myself, not only what I do.	☐
I am thinking about what comes next, rather than what I left.	☐
I can look back at the old pattern with some understanding.	☐
TOTAL	

YOUR RESULTS

Bring your totals together.

PHASE	TOTAL
01 · Sensing	
02 · Weighing	
03 · Preparing	
04 · Moving	
05 · Becoming	

Your highest total is where you are standing. Turn the page.

Every phase has one task.

Find the phase where your total was highest, and read only that section first. The others will be there when you need them.

01 · Sensing

Something in you has begun to register that the current arrangement is no longer working. That registering is the whole task of this phase, and it is genuinely valuable work.

This phase is often mistaken for resistance. It is not. It is the mind gathering evidence before it commits, and it deserves patience rather than pressure.

WHAT HELPS HERE

Information, not action. Give yourself permission to look at the situation honestly without any obligation to do something about it yet. Curiosity moves this phase. Urgency stalls it.

02 · Weighing

Both futures are now visible, and both carry a cost. The ambivalence you feel is not indecision. It is accuracy, because there genuinely is something to lose either way.

People can remain here a long time, and it is rarely for want of willpower. It is because the reasons for staying have not yet been given their due respect.

WHAT HELPS HERE

Take the case for staying seriously. Write it out fully and without judgement. Ambivalence resolves far more readily once both sides have been genuinely heard.

03 · Preparing

The decision is made. What remains is the architecture, and this phase is frequently skipped by people impatient to begin.

Change that is attempted without preparation is not braver. It is simply more fragile, and it tends to ask more of your willpower than any person can reasonably sustain.

WHAT HELPS HERE

Design the conditions rather than relying on resolve. Name the first small step, the likely obstacle, and the person you will tell. Structure is what carries you when motivation dips, and motivation always dips.

04 · Moving

You are doing it, and it is costing you something. This phase asks more of a person than any of the others, and the effort you are feeling is not a sign that you are doing it badly.

Setbacks belong here. They are part of the phase rather than evidence against it, and the people who succeed are not those who avoid them but those who resume afterwards.

WHAT HELPS HERE

Support, and a great deal of it. This is the phase where doing it alone becomes genuinely costly. Tell someone. Return quickly after a slip, and treat the return as the achievement rather than the slip as the failure.

05 · Becoming

The change is settling into identity. It is becoming less something you are doing and more something you are, which is precisely the point at which it becomes durable.

This phase carries its own quiet risk, which is a loss of attention. The work no longer feels effortful, and so it is easy to stop tending it.

WHAT HELPS HERE

Name what you have become, not only what you have done. Identity is what holds a change in place long after the motivation that started it has gone. And notice what this has made possible, because there is usually more available now than you have yet claimed.

IF YOUR TOTALS WERE EVENLY SPREAD

This is common, and it usually means one of two things. Either you are holding several different changes at once, each at a different stage, or you are in the middle of a transition between phases.

If it is the first, choose one and work with that alone. Attempting several simultaneously is the most reliable way to complete none of them.

Three questions, whichever phase you are in.

Answer these in relation to the phase you have located yourself in. Write freely, and trust the first response that arrives.

What is this phase actually asking of you?

Look again at the guidance for your phase. Put it in your own words.

What have you been trying to do that belongs to a different phase?

Most stalled change is explained by this single question.

What is one thing you could do this week that genuinely belongs to where you are?

Keep it small. Small and correct will always outrun large and premature.

*You are not behind.
You are exactly where
this process needs you
to be in order to move.*

WHAT COMES NEXT

Change does not ask for your permission. How you meet it is entirely yours.

What you have found here is a location. Not a verdict, and not a schedule you have fallen behind on. Simply a clearer sense of the ground beneath you.

Return to this whenever the terrain shifts. It will, and you will move through these phases many times across a life.

*Knowing where you stand
is what makes the next
step obvious.*

BOOK YOUR EXPLORATORY SESSION

45 minutes · No commitment · Online globally or in person in Lisbon

ReHuman Lab

WHOLE BY DESIGN. HUMAN BY NATURE.

rehumanlab.com · info@rehumanlab.com

© 2026 ReHuman Lab. This is a reflective resource and does not constitute clinical advice. If you are experiencing significant distress, please seek support from a qualified professional.