

# Change Style *Types*

## Careful Builders

- Pace: Gradual; cautious; small in scope (slow + small).
- Strengths: Protect continuity, reduce risks, and ensure stability by favoring smaller changes.
- Limitations: May delay progress or miss opportunities for innovation by overemphasizing safety.
- Key Tip: Balance caution with curiosity; pilot small tests to learn without losing stability.

## Steady Improvers

- Pace: Incremental; forward-moving; small in scope (fast + small).
- Strengths: Make consistent progress, refine processes, and deliver practical gains without overwhelming others.
- Limitations: Can underestimate urgency or miss moments that call for transformation.
- Key Tip: Celebrate small wins while watching for inflection points where bigger shifts are needed.

## Adaptive Doers

- Pace: Flexible; situational; larger-scope change when warranted (slow + big).
- Strengths: Respond quickly to shifts, blend old and new, and navigate complexity with flexibility.
- Limitations: May appear reactive or inconsistent if priorities change frequently.
- Key Tip: Pair adaptability with clear priorities; define criteria for when to pivot or commit.

## Bold Drivers

- Pace: Fast; bold; large in scope (fast + big).
- Strengths: Challenge assumptions, energize teams with vision, and accelerate large-scale change.
- Limitations: Risk overwhelming others or skipping critical details; can push too far, too fast.
- Key Tip: Channel bold moves into milestones; check readiness and build landing plans.



Schedule A Call For  
A Deep Dive Into  
Your Style