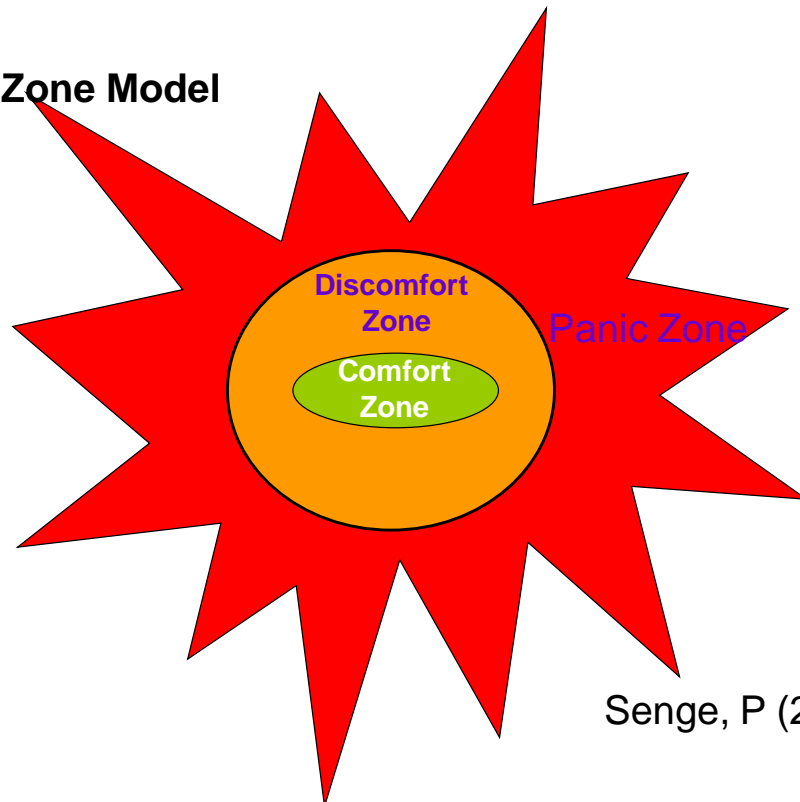


Senge Zone Model



Comfort Zone

- Things feel familiar & certain
- The work is controllable & predictable
- People feel comfortable & competent
- There is no threat to your identity or self esteem
- There is a sense of belonging
- Don't need to know new things – don't need/ want to change or learn

Discomfort Zone

- Less of the above
- Need to learn new things rapidly – most need/ open to change

Panic Zone

- Things feel out-of own control and unfamiliar
- A sense of direct threat to own values, identity and self esteem
- Leads to stress, anger, irritation or fear
- Or Hopelessness, guilt, inadequacy
- Most often characterised by a freeze or shut down