A FREE GUIDE FROM ANDRAE WILDE

5 Steps: Move through Change

A 15-minute tool to find your next step
at work or in life.

Map · Canvas · Express





WELCOME

Hello, I'm Andrae!

Change comes to all of us, at work and at home. The Wilde SHIFT is the tool I use with my coaching clients. It combines Design Thinking with coaching practice informed by the ICF Core Competencies, so you can make sense of a change and take your next step.

Why change feels hard

Loss	Even a welcome change means letting go of something familiar.
Uncertainty	The mind reads the unknown as a risk and looks for safety.
Resistance	Part of us pushes back to protect what has worked before.

Sources: Bridges & Bridges (2017); Hay et al. (2021); Lupina-Wegener et al. (2026); de Berker et al. (2016); Samuelson & Zeckhauser (1988); Xiao et al. (2021); Hasso Plattner Institute of Design at Stanford (2010); Burnett & Evans (2016); International Coaching Federation (2025).

BEFORE YOU START

How to Use This Guide

1 **Name your change**

Write one sentence: "What's changing for me?"

2 **Follow the Map**

The next page shows the five steps, from S to T.

3 **Rate each door from 1 to 5**

Look for the door icon on each step page. Rate the statement next to it.

4 **Let your score guide you**

Use the score guide on the right.

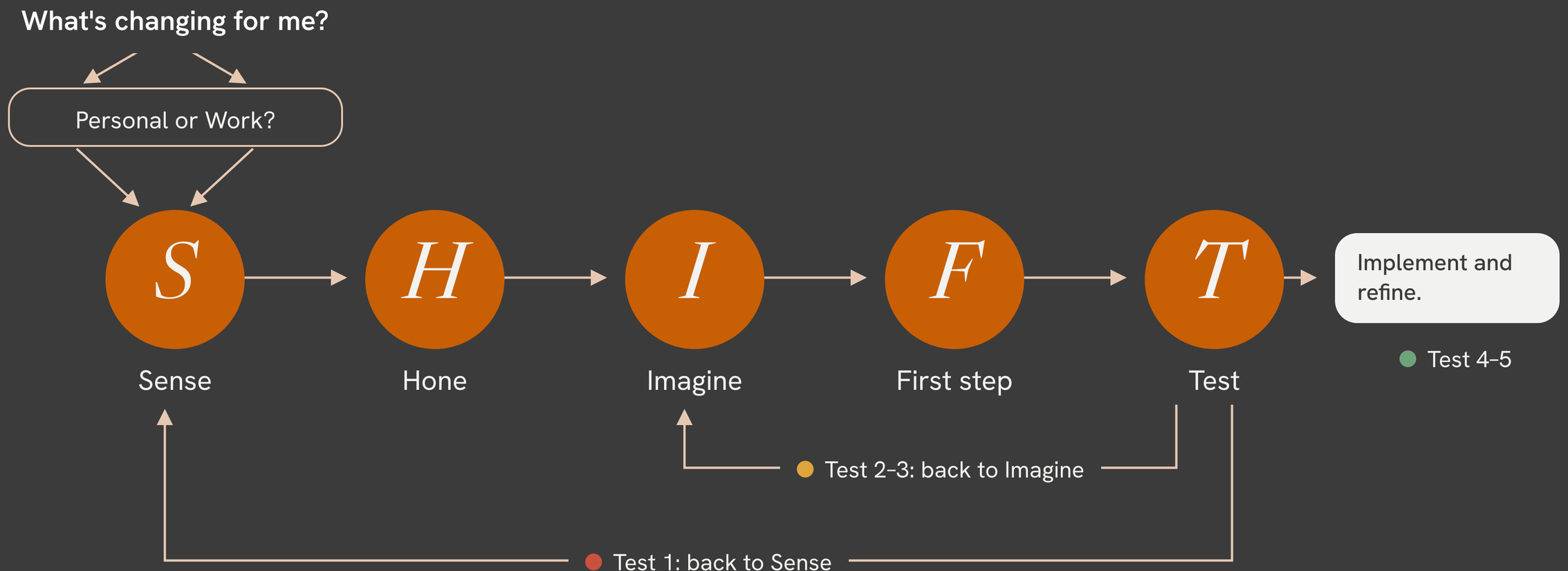
SCORE GUIDE

- **4–5** Move on to the next step.
- **2–3** Answer the open question, then move on.
- **1** Use "Stuck? Try this!", then rate again.

Short on time? Try Express SHIFT on page 13.

JOURNEY OVERVIEW

The Wilde SHIFT Map



EVERY DOOR

- 4–5 Move on
- 2–3 Answer the open question, then move on
- 1 Use "Stuck? Try this!", then rate again



MEET LEA

Lea, 31, team lead

Lea will walk through SHIFT with you. You'll see her answers on the next three pages (blank worksheet on page 9).

HER ROLE	Leads a team of eight at a multinational company. Promoted to team lead two years ago.
WHAT'S CHANGING	Her department is being restructured. The change has been announced, but the new structure and roles have not.
HER PREDICAMENT	Her team keeps asking questions she can't answer yet. She is already stretched thin, and she worries about losing good people.
WHAT SHE WANTS	To keep her team steady, and look after herself, while the new structure is decided.

S ense

What is changing, and how do I feel?

RATE 1-5

I can name at least one emotion I feel about this change.

1 2 3 **4** 5

LEA'S ANSWER

"Frustrated by the lack of information. Worried about how my team is coping."

H one

Turn the problem into one clear challenge.

RATE 1-5

My challenge fits in one "How might I..." sentence.

1 2 3 4 **5**

LEA'S ANSWER

"How might I keep my team steady while the new structure is decided?"

Imagine

Widen your options before choosing one.

RATE 1–5

I have at least three different options, not three versions of one.

1 2 3 **4** 5

LEA'S ANSWER

"Weekly 15-minute updates. Ask HR for a timeline. Let the team shape one new process."

First step

Design one small, low-risk experiment.

RATE 1–5

I can take this step within the next seven days.

1 2 3 4 **5**

LEA'S ANSWER

"Run the first 15-minute team update on Monday."

Test & reflect

Learn from what you tried.

RATE 1–5

The step moved me closer to my "How might I..." goal.

1 2 3 **4** 5

LEA'S ANSWER

"They feel more at ease and I am more in control."



S ense

What is changing, and how do I feel?

RATE 1-5

I can name at least one emotion I feel about this change.

1 2 3 4 5

Scored 2-3? Ask yourself:

"If this feeling had a voice, what would it be trying to protect?"

STUCK? TRY THIS!

Notice where you feel it in your body: a tight chest, heavy shoulders, restless energy. Start there.

YOUR ANSWER

H one

Turn the problem into one clear challenge.

RATE 1-5

My challenge fits in one "How might I..." sentence.

1 2 3 4 5

Scored 2-3? Ask yourself:

"If I could fix only one part of this, which part would make the rest easier?"

STUCK? TRY THIS!

Finish this sentence: "In 90 days, I'd know this was handled well if..."

YOUR ANSWER

Imagine

Widen your options before choosing one.

RATE 1-5

I have at least three different options, not three versions of one.

1 2 3 4 5

Scored 2-3? Ask yourself:

"What would I try if I knew I couldn't fail?"

STUCK? TRY THIS!

Ask someone you trust: "What would you do in my place?" Add their idea to your list.

YOUR ANSWER

First step

Design one small, low-risk experiment.

RATE 1-5

I can take this step within the next seven days.

1 2 3 4 5

Scored 2-3? Ask yourself:

"What's a smaller version of this step I could start tomorrow?"

STUCK? TRY THIS!

Halve the step. Then halve it again, until it feels almost too easy.

YOUR ANSWER

Test & reflect

Learn from what you tried.

RATE 1-5

The step moved me closer to my "How might I..." goal.

1 2 3 4 5

Scored 2–3? Ask yourself:

"What did this step teach me that I couldn't have known before?"

STUCK? TRY THIS!

Look for one small sign of progress, however minor. Write it down, then rate again.

YOUR ANSWER

Your next move

Your Test score decides where you go.

- **4–5** Start implementing and refine if needed.
- **2–3** Go back to Imagine (page 10).
- **1** Go back to Sense (page 9).

LEADING A TEAM THROUGH CHANGE?

Run SHIFT together. Everyone answers Sense on their own, then agree one shared "How might we..." question.

Stuck at the same door each time? In my coaching work, that is usually where a coach helps most.

PRINT AND FILL IN

Wilde SHIFT Canvas

Readiness before: ___ / 5 After: ___ / 5

How might I _____ ?

S

Sense

What's changing? What do I feel?

H

Hone

What's in my control? What does success look like?

I

Imagine

Option 1, 2 and 3

F

First step

What, by when, and how I'll know

T

Test

What happened? What did I learn? Next move?

Express SHIFT

One question per step.
Write the first answer that comes to mind.

S Sense

What is changing and how do I feel about it?

H Hone

How might I... (the one challenge I'll work on)?

I Imagine

What are three different ways I could approach this?

F First step

What one step will I take in the next seven days?

T Test

When will I check in, and how will I know it worked?

Short on time next time? Use Express SHIFT for a quick check-in.



YOUR NEXT STEP

Take your change further

Choose the next step that suits you.

OPTION 1

The Complete Wilde SHIFT Workbook

Go deeper on your own: both doors for every step, five worked stories, the full question bank, and tools for when you feel stuck. US$27. Get $10 off with coupon code: NAVIGAT3

Get the workbook

OPTION 2

Coaching with Andrae

Book a complimentary 20-minute clarity call. We'll look at your SHIFT Canvas together and find the step that matters most right now.

Book your call

Andrae Wilde
andraewilde.com/booking

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