

**STICK OR TWIST:
WHEN DO YOU HOLD YOUR LINE AND WHEN DO YOU ADAPT?**

Leaders we work with are frequently faced with decisions about when to stick with their original plan and when to adjust their approach. Often they face vociferous challenge and begin to doubt themselves. A fresh assessment of the evidence, and reference to their values, may strengthen their resolve to hold the line. Alternatively, it may lead to a change of course which needs to be carefully explained.

What can help you decide when to stick with your original intent and when to adapt? Maybe these questions are useful?

- Is there significant new evidence or information?
- Has the balance of support from key players changed?
- Are the long term consequences better or worse if the approach is changed?
- What is the perspective of trusted others?
- Might pride be holding me back from changing my view?
- Is there a risk that I bow to pressure and the loudest voices?
- What would be consistent with my values?

Once you have made your decision, it is worth reminding yourself:

- Ruminating about past decisions will exhaust you and cloud your perspective on the future. Allow yourself to do what's necessary, then move on without regrets.
- You cannot go back into the past and change what happened, but you can be deliberate in the way you look forward and see possibilities
- You may be clear in your own mind about the reasons for your decision, but others may interpret it in different ways. Engaging their commitment may be as important as the decision itself.

We take a view each morning about how we approach the decisions we take that day. We are often under pressure to make a quick judgement call. Key is being honest with ourselves and others about why we have held our line, or why we have decided to change our approach.