

Why Change Dies Reflection Activities

Creating a personal theory of change

What impact do you want to create in the world?

What skills, experiences, and resources can you bring to that work?

What next steps will best help you achieve that impact?

Sustainability in Social Change

Using the STAMINA framework below, note any times where you've felt burnout in the categories below. What helped to get through it? What are the questions you are grappling with on how to prevent it in the future?

Subpar working conditions. Either the work is too monotonous or too overwhelming. Perhaps you don't have the control or autonomy you need.

Too much work. This could be too many hours. It could also be unpredictable hours or having to miss important things (social time, workouts, etc.).

Adverse Relationships. If you don't have the social support you need at the office, you can feel isolated, angry, or exhausted. Who you work with matters. Lack of recognition or respect can be a huge challenge.

Missing Impact. You may feel either you or the organization isn't making as much of a difference as you would like. Disillusionment can happen with any organization and is most common after a year or so.

Insufficient pay. Unexpected financial expenses or chronic financial stress can wear you down. Frustration can also occur if you aren't being paid enough relative to peers or what you think is fair.

Nonwork life. Sometimes you can feel burned out or exhausted at work, but the true source is from your personal life. Challenges with friends, family, roommates, mental health, sleep quality, physical health, or other life elements can easily bleed into work satisfaction.

Accumulated stress. Sometimes there is no single cause of acute stress, but instead, the combination of many factors has worn you down. If you are missing out on activities that rejuvenate you, this is a risk.

Money in social impact

Write down what resonates and what doesn't for each of the five money models on pages 156-165. Then below, try to articulate what your goals are in balancing money with the impact you want to have.

Model	What I like	What I don't
The Altruist		
The Uniter		
The Philanthropist		
The Alternator		
The Partnership		

My current plan for balancing money with impact is:

Some potential pitfalls for that plan include:

I can overcome those potential pitfalls by:

Career Tactics in social change

Read two of the career guides [here](#) and then answer the following reflection questions.

What is most exciting about the potential role or field that you are considering?

What are the biggest challenges that you foresee with that path?

What are 1-2 action steps you can take to overcome those potential challenges?

Three Lives Activity

Imagine that you had **3 separate lifetimes** to live - what would you do with your time? Write about your vision. Don't limit yourself to occupational titles or career fields; instead, provide detailed descriptions of what you'd like to be doing, where you'd like to live, who you'd like to spend time with, and what special skills, training or interests you would hope to explore and develop. You can write these out in pure prose BUT it is most fun if you try to draw pictures or create visuals to convey your thoughts!

- Make life one that you think is the **most realistic** plan. What you think is doable and fits with what you want
- Make life two **the other plan**. If for some reason, you can't do that first thing, what would be the other option you would pursue?
- Make life three **a really bold plan**. Something that you wouldn't typically share that you want to do, but actually seems super exciting to you!

**Inspired by an activity from Designing Your Life by Bill Burnett and Dave Evans*

Life one

Life two

Life three