

The 'Immunity Map', Kegan & Lahey (2009)

The 'One Big Thing' Visible Commitment (Improvement Goals)	'Sabotages' Doing / Not doing Instead (Behaviours that work against the goals)	'Stealth Agendas' Hidden competing commitments – (what do you fear will happen if you do the opposite?)	The Underlying Beliefs that Drive Us – Our 'Big Assumptions'