MODULE OVERVIEW

When the comfort zone disappears: Learning to enjoy change

Adaptive module | ~20 min

Staying in the comfort zone has never been riskier: the world, with AI in the lead, is moving too fast for anyone to settle there. Most often, it is our own certainties and worries that lock us in. This module goes beyond the usual call to “step out of your comfort zone.” It turns the idea around: the aim is no longer to step out from time to time, but to learn to enjoy constant motion, choosing relaxation over tension.

LEARNING OBJECTIVES

01 Understand why the comfort zone feels safe but can become a prison, and spot the excuses that keep us there.

02 Use four levers to get out: trust, renewed desire, moving forward with your fears, and the shock of reality.

03 Take action with three strategies: small steps, the leap into the void, and support from mentors.

04 Learn to enjoy being in motion in the age of AI, staying curious about change rather than resisting it.

WHO IT’S FOR

Anyone who feels their future won’t be decided inside their comfort zone.

- **Prerequisite:** none

HOW THE MODULE WORKS

Self-paced, with practice tailored to each learner.

1. **Self-assessment**: on 9 dimensions, to gauge current habits and guide the practice.
2. **Expert video**: 10 minutes, with 3 pauses for reflection.
3. **Practice scenarios**: the first 2 chosen from the self-assessment, then 16 optional ones. Every answer gets feedback: what it leads to, and one way to improve.
4. **Dated commitment**: one action to try, written by the learner or picked from the suggestions.
5. **Memo to download**: key takeaways, questions, commitment, personal notes and checklists.

ASSESSMENT AND COMPLETION

Pass mark: 80%

The score takes into account your answers to the practice scenarios, your commitment and, where relevant, any additional learning activities. Passing requires a commitment and a score of at least 80%.

METHODS & MODELS

- Framework of 4 levers for leaving the comfort zone (trust, intuition/desire, moving forward with your fears, the shock of reality) – Afthonios method, inspired by S. Jeffers (1987)
- 3 strategies for action (small steps, a leap into the unknown/point of no return, mentors) – Afthonios method; small steps inspired by kaizen (M. Imai, R. Maurer)
- Comfort zone / learning zone – Learning Zone Model (T. Senninger, based on Vygotsky’s zone of proximal development)
- Golden question “What would I do if I were no longer afraid?” – inspired by S. Johnson, “Who Moved My Cheese?” (1998)

SOURCES & REFERENCES

- S. Johnson – “Who Moved My Cheese?” (1998)
- M. Imai (1986) and R. Maurer (2004) – kaizen, the small-steps method
- Kodak, Blockbuster, Nokia – classic cases of organizations that disappeared or declined because they resisted change
- Albert Bandura (1977) – self-efficacy and mastery experiences

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