

Managing Change using Kotter's 8-Step Process*

Decreasing the amount of time my child spends on a device.

1. Create a Sense of Urgency

Make the parent and the child recognize the need for change.

2. Build a Guiding Coalition

Form a group of people who support the change and can influence others.

3. Create a Vision for Change

Develop a clear, compelling vision for the desired change.

4. Communicate the Vision

Share the vision of the change with the child and other stakeholders.

5. Remove Obstacles

Identify and remove barriers that may hinder the change.

6. Generate Short-Term Wins

Create quick, visible successes to maintain momentum and build confidence.

7. Consolidate Gains and Produce More Change

Expand on early wins and deepen the commitment to change.

8. Anchor New Approaches in the Culture

Make the new phone-use habits part of the family culture.