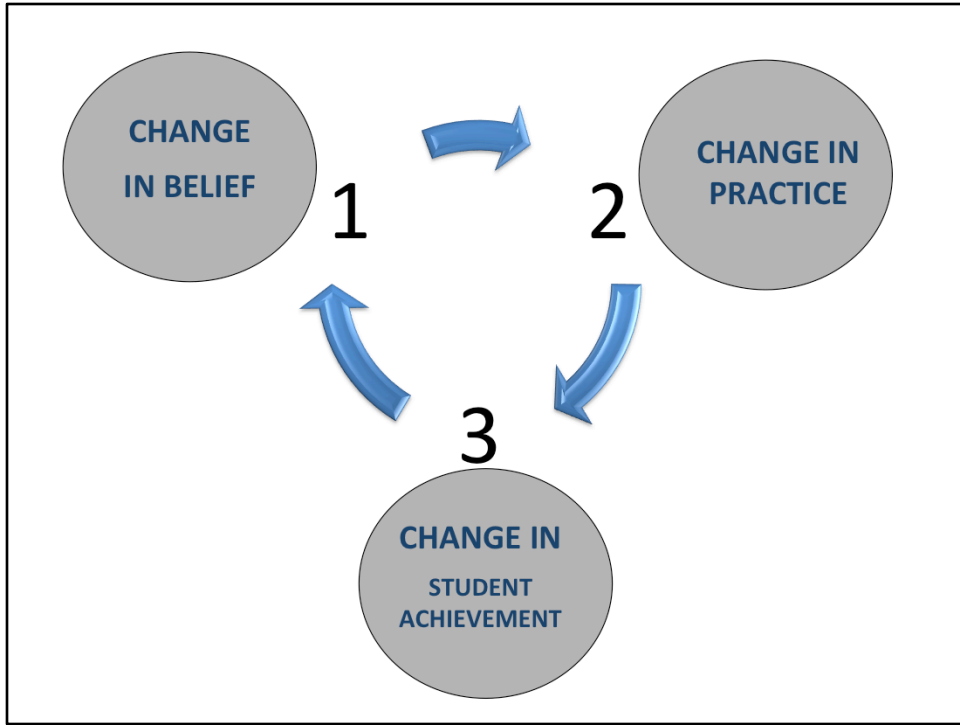
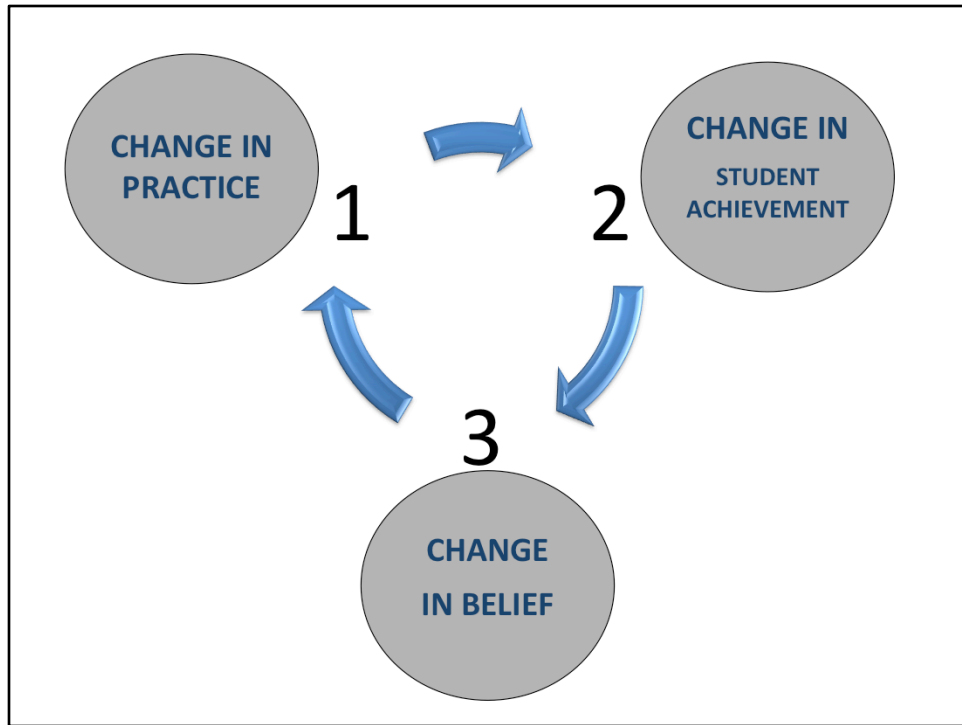


How many have this?
Most common misperception



How many have this?
Most common misperception



How many have this?

Actual change process—we have to see it work before we really believe it.

What does this mean for our work? How do we ask our colleagues to change their practice before they believe it will work?