



CHANGEMAKER YOU

16 Attributes for Global
Changemakers

Patricia A. Talbot, Ed. D.

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In this summary, we'll systematically unpack what it takes to cultivate the process of becoming a powerful **CHANGEMAKER** capable of creating social and environmental changes the world so desperately needs.

Let's get started.

Almost everyone I know is expressing dismay and frustration about the state of the world right now.

From disease to politics, to economic and environmental worries, there's a lot to be concerned about.

But we all know that worrying doesn't change things and sitting around wringing our hands about it or complaining on social media won't get us anywhere.

*Are you trying to make a difference in the world
around us?*

Are you ready to be a CHANGEMAKER?

I recently heard a podcast guest speak these words:

"Not everyone can be a CHANGEMAKER."

I wholeheartedly disagree with that statement!

Anyone and everyone who has the knowledge, the skills
and the dispositions to create change can, in fact, do so.

But what exactly is a CHANGEMAKER?

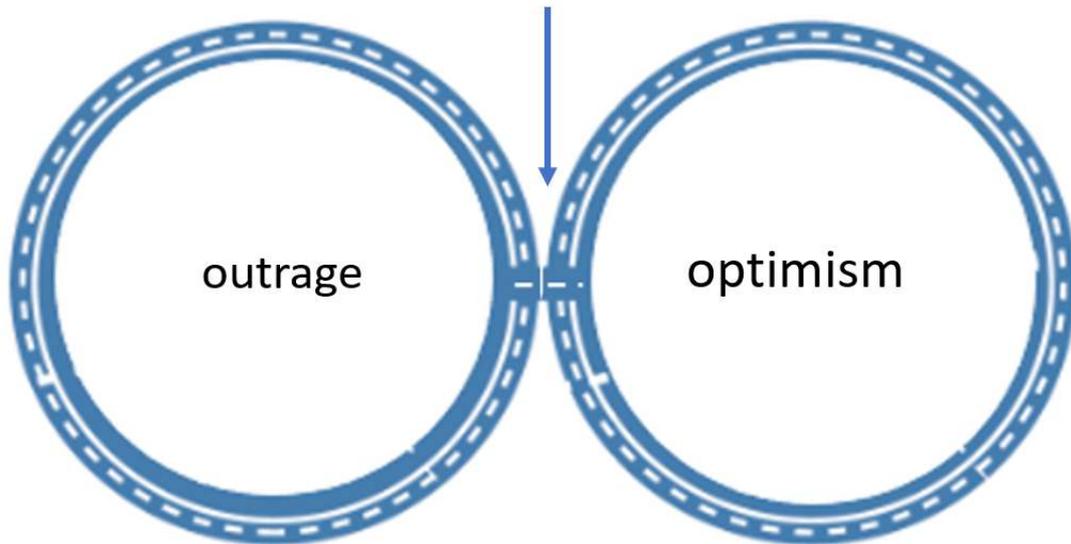
Northampton University in the United Kingdom says it well.

"A CHANGEMAKER is someone who spots a social or environmental problem and has the skills and the grit to do something about it."

At BLUE ROADS EDUCATION, we're cultivating HOMETGROWN CHANGEMAKERS by celebrating, supporting, and nurturing those skills and that grit.

By doing so we can diminish the environmental and social issues that challenge our ability to survive and to thrive on the planet we share.

In my experience, CHANGEMAKERS are born at the intersection of OUTRAGE and OPTIMISM.



What makes you angry enough to seek real action?

What gives you the hope you need to take the first step?

It's never too early or late to become a CHANGEMAKER. When the feelings of anger, hope and determination converge, you'll know you're ready to start working earnestly toward CHANGE.

Everyone, child and adult alike, can be a CHANGEMAKER. The knowledge, skills, and dispositions of change-making can be taught and can be learned at almost any age from school children to senior citizens. It doesn't take a genius and it doesn't take super powers to get started.

What it takes is the WILL to do it. That WILL comes from the outrage and optimism mentioned earlier.

In addition to will, you'll need a **specific set of attributes** that anyone can cultivate if they go about it in a deliberate and systematic way.

That's what this summary is all about.

If you desire to become a CHANGEMAKER, or enhance your work as a CHANGEMAKER that's already underway, you're in the right place.

There is no time to waste.

The world needs CHANGEMAKER YOU!

What does it take to be a CHANGEMAKER?

That's what BLUE ROADS EDUCATION GROUP was determined to find out when we dug into the research about CHANGEMAKERS spurred on by our own desire to do our part to heal the world.

It turns out, there are very specific attributes that people who lead change, what we call CHANGEMAKERS, share.

When you start looking, they're pretty easy to find, and best of all, these attributes or characteristics can be developed with intention in all people.

Let's start by learning a little bit about the CHANGEMAKER FRAMEWORK that guides our work at BLUE ROADS.



HOMEGROWN SOLUTIONS FOR A PATCHWORK WORLD.

This is our company slogan. It's really become more of a *mantra* for us because it guides everything we do at BLUE ROADS.

But what does it mean?

Homegrown? Solutions? for a Patchwork World?

Let's break it down.

First, **HOMEGROWN:**

Where and how we grow up can have a big influence on our capacity to create change. Creating homegrown solutions has a lot to do with the mindset cultivated early in life. The ability to craft homegrown solutions is cultivated first in the environment in which we have experienced both joy and sorrow.

When work is undertaken from the ground level to understand the needs of the individual, school and community, a plethora of personalized opportunities become apparent.

Take a moment now to consider the following questions.

Homegrown YOU:

- Where were you grown?
- Who are your people?
- How does that make a difference to how you show up in the world?

Next, let's talk about SOLUTIONS

The list of issues needing swift decisive solutions from creative minds can be overwhelming.

- poverty
- disease
- food insecurity
- injustice,
- climate crises
- economic strife..

**Solutions to inequalities do not just happen.
They must be created.**

Solution-focused change requires strength, determination, and creativity. All of us, even the very young, can work for solutions when we ask the right questions and pursue alternatives with determination.

Solutions often originate from new ideas experienced in unexpected places. Exploration of the unfamiliar can lead to discoveries that can be translated into innovation.

Solution-Focused YOU

Take a moment to think about the solutions important to you by answering the questions.

- What are your most pressing questions?
- What issues do you feel most called to work on?
- What's stopping you?

THE PATCHWORK

The PATCHWORK in the BLUE ROADS mantra represents diversity.

We hear it again and again. People around the world are more alike than they are different. Yet, it seems to be the differences that most challenge us. It is also in the differences that deep learning can take root and grow.

Seeds of innovation are sewn through the celebration of humanity and its breadth of diverse cultures and perspectives. Collaboration across diverse perspectives paves the way for change and for growth.

Lasting change is never the work of an individual.

Meaningful change only happens with the collaboration of many minds, open to the best ideas of the collective.

This is the power of diversity.

This is the power of the PATCHWORK.

YOUR PATCHWORK

- How have you connected with people different from yourself?
- What has been most gratifying about doing so?
- What has been most challenging?

The final keyword in our mantra is WORLD.

CHANGEMAKERS consider the whole world their home.

Our windows to the world naturally show us only one vantage point on reality. It's not until we begin to frame the world from different perspectives that we can develop a more global mindset.

Doing so allows us to open doors to welcome new people and new perceptions of what is real and what is necessary.

Interrogating our biases in social and political situations, opens the possibility of new interpretations of complex world issues. Only then will we gain the perspective needed to engage our highest intelligence in meaningful change for the benefit of all.

The world quadrant of the BLUE ROADS framework embraces the importance of developing global competencies and working on the UN sustainable development goals. Curiosity, humility, and action must interact to make the world work for all inhabitants.

Homegrown Solutions for a Patchwork World means our own origin stories, as well as our determination to solve big problems in ways that consider the perspectives and needs of the whole world.

These are the guiding principles of CHANGEMAKERS.

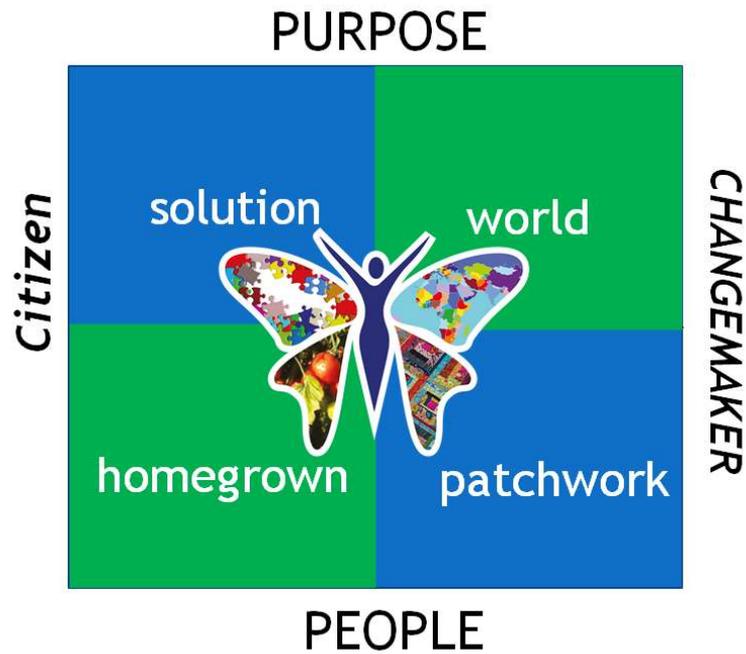
You'll begin to see how these four big ideas interplay to create, not only good citizens of the world, but effective GLOBAL CHANGEMAKERS.

But first take a minute to answer these questions:

YOUR WORLD

How has the wider world had an impact on your daily life?

How has your work thus far had an influence on the wider world?



As you can see, the four key words:

- homegrown
- solutions
- patchwork
- world

have been placed into four quadrants. As you move forward through these pages, you'll see how these four themes interact to help folks move from good work as citizens to even more powerful and impactful work as **CHANGEMAKERS**.

Let's break it down, consider the bottom two quadrants as they relate to people and the top two quadrants as they relate to purpose. If you watch the video [here](#) (which I highly recommend!), you'll see the homegrown quadrant become "self", the solutions quadrant become "big" (as in, big purpose), the patchwork quadrant become "others" and the "world" quadrant become "bigger" (as in bigger purpose).

Homegrown in our model relates to the self, our individual stories, our histories, our upbringing, what is important to us, family, home, faith, health, and wellbeing, etc. As individuals, we can contribute by working on solutions to problems and, in doing so, we can live a life of intention, purpose and meaning.

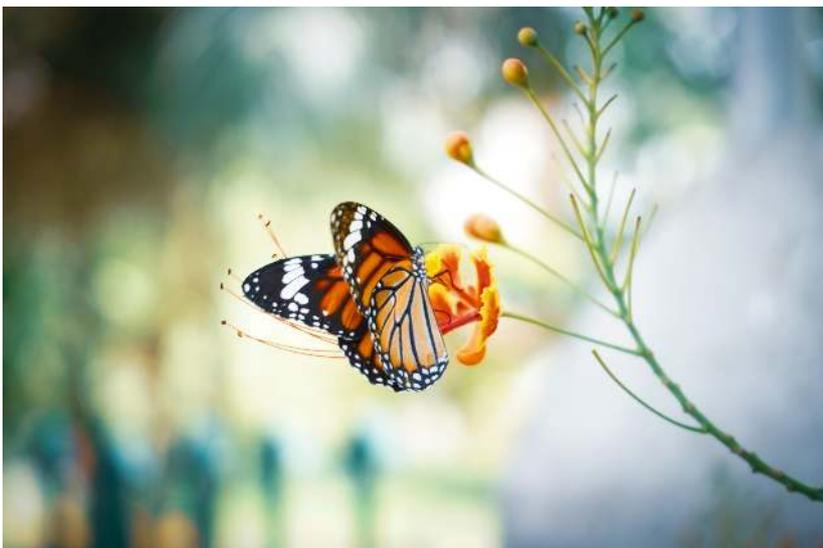
The patchwork quadrant relates to how we interact with other people, especially people who are different from us. Of course, since no two people are alike, this can be about working with anyone anywhere, but we know how important it is to really embrace the patchwork and the value of exposure to different perspectives, different experiences, and different ideas. The more diverse, the better.

It's only in exposing ourselves to the plethora of ideas available through this work and other people that we can become capable of living a life of bigger purpose, higher calling, and affecting real and sustainable change.

Without engaging with diverse others, change is simply not possible. So when good individuals work to solve problems, they can be good citizens, but we only become **CHANGEMAKERS** when we engage effectively and intentionally with a wide array of diverse others.

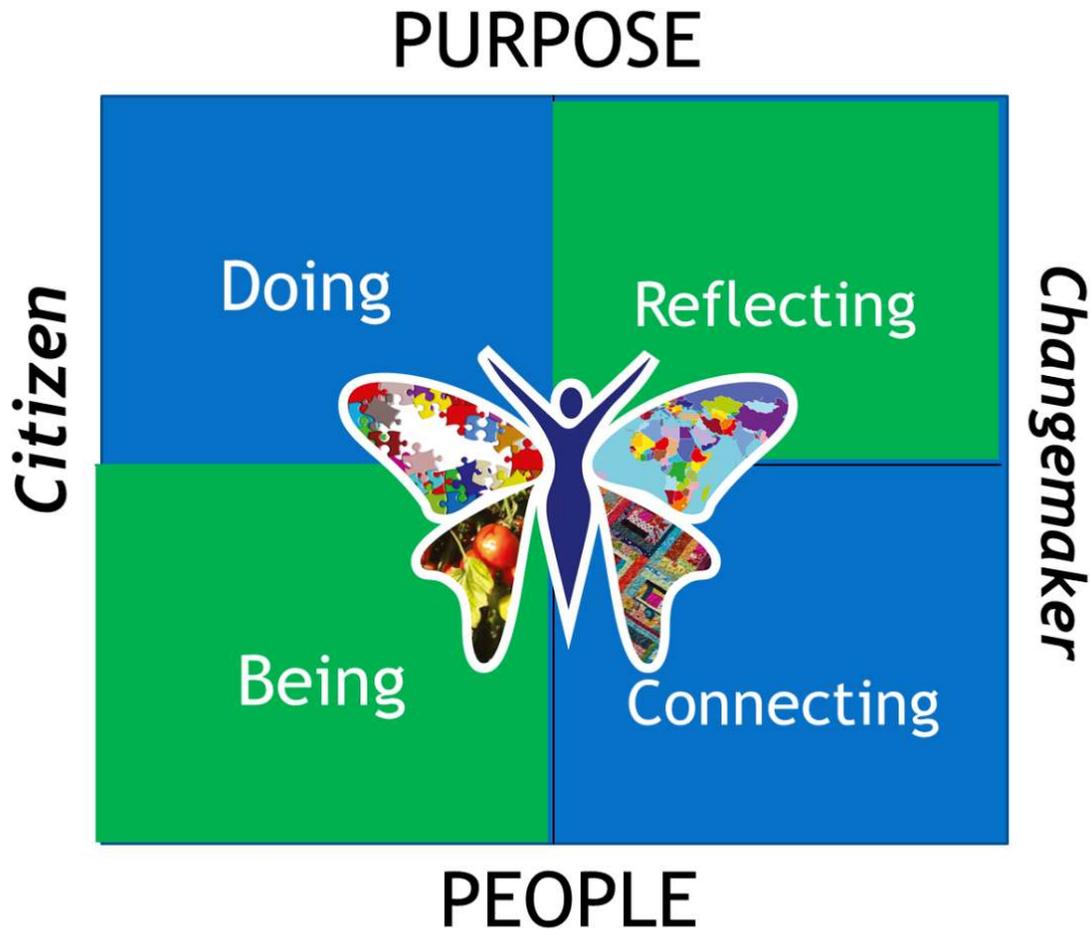
You'll start to notice that the interaction among the quadrants looks kind of like a butterfly. I like this because it is reminiscent of the "Butterfly Effect."

A minor change such as flapping of wings by a butterfly



can create a phenomenal change.

Here's another way to look at it.



In this version, the HOMEGROWN quadrant becomes

BEING - who we are.

The SOLUTIONS quadrant becomes DOING - what we do.

The PATCHWORK quadrant becomes CONNECTING - how we interact with others.

The WORLD quadrant becomes REFLECTING - what we reflect out into the world.

This WORLD quadrant is where the real CHANGEMAKING action happens. What do we model that others might want to join and emulate?

KEEP GOING. In the next few pages, you'll learn about how these four quadrants can serve as your guide to becoming a CHANGEMAKER by continuously asking yourself:

- Who are you?
- What are you doing?
- How are you interacting with others different from yourself?
- What are you reflecting both internally and externally?

Each quadrant holds the key to four essential attributes of a CHANGEMAKER.

CHANGEMAKERS are literally working to save the world.

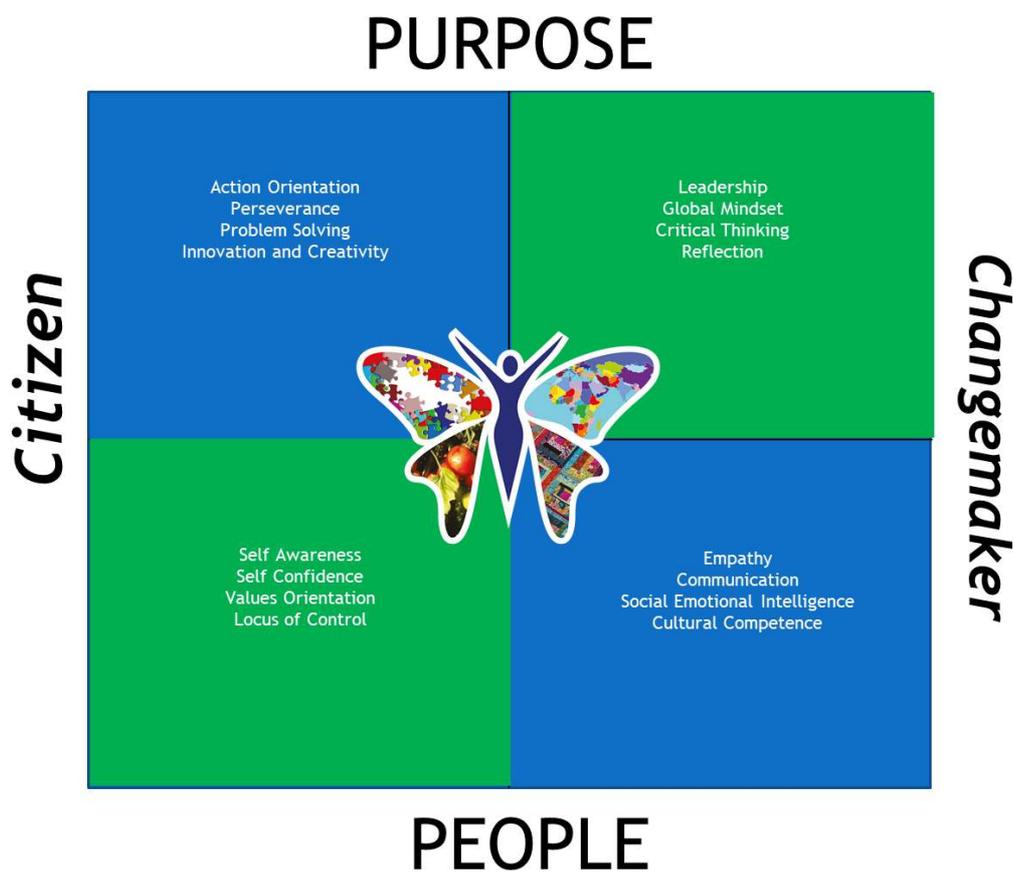
The journey of a **CHANGEMAKER** starts with strong roots and an orientation towards solutions. By interacting with diverse others. The changemaker develops the capacity to engage more fully with the wider world to make it work better for everyone.

That's a tall order, but if we break it down into specific behaviors and attributes that can be cultivated one by one, we find that it really is possible to have a population of humans prepared to make it happen.

CHANGEMAKERS tend to have certain characteristics in common.

By focusing on how we show up in the world as full BEINGS, what we DO with the resources available to us, how we CONNECT with others and what we REFLECT into the world, we become CHANGEMAKERS.

Each of the four quadrants further encompasses specific attributes that can be intentionally developed and cultivated in ourselves and in those around us.



A quick glance will allow you to see that the characteristics in each quadrant align with the big ideas of BEING, DOING, CONNECTING and REFLECTING.

Those in the bottom two quadrants are about people and those in the top relate to our purposeful work in the world.

It will be easier to remember once we break them down, but for now, just relax and try to see the big picture.

Let's start with BEING. The research shows us that CHANGEMAKERS consistently exhibit self-awareness, self-confidence, an orientation towards specific core values, and an internal locus of control.

We think of these characteristics as **HOMEGROWN** because they start to develop early in life in our homes, our families, our schools, and our faith-based communities, but they continue to evolve as we mature and go out into the world as adults.

In the next four sections, we will unpack each attribute of **BEING** one at a time and consider how it relates to our work as **CHANGEMAKERS**.

The first attribute in the **BEING** quadrant is **SELF AWARENESS**.

SELF AWARENESS helps us to recognize both our strengths and our vulnerabilities. It also allows us to recognize, correct, and learn from our mistakes.

Change motivated by **SELF AWARENESS** is tried, tested and authentic in nature.



Mature **SELF AWARENESS** recognizes that our attributes are not fixed, but can be developed with attention, intention, time, and experience.

For this reason, SELF AWARENESS may be the most essential CHANGEMAKER characteristic of all.

When we are SELF AWARE, we know how to learn. We know what makes us tick, what drives us and what gives our lives meaning.

Leaders of change are aware of both their strengths and weaknesses. They understand themselves within the context of the larger world as neither superior nor inferior to others.

When we are most SELF AWARE, we understand our life story; what has shaped us. We make decisions about who we want to be and how we want to be in the world.

As our SELF AWARENESS matures, we are willing to be vulnerable to authentic feedback and to use that feedback for continued learning and growth.

SELF AWARENESS comes through intentional practice and focus on one's place in the world.

Whether through prayer, meditation or some other contemplative practice, SELF AWARENESS is closely aligned with mindfulness of the present moment and circumstances in the context of something larger than the self.

One researcher (Van Kempen, 2015) identifies CHANGEMAKER tendencies related to self-awareness as:

Modesty - because most CHANGEMAKERS see themselves simply as people doing their own thing.

Authenticity - because change-making work is an extension of their personalities.

Positivity - because CHANGEMAKERS see the beauty and potential in the world.

Because they naturally work from their own qualities, they connect with others without superficiality and focus on possibilities more than problems.

How would you describe your current state of self-awareness?



SELF CONFIDENCE is the next attribute of a **CHANGEMAKER** that fits in the **BEING** quadrant.

SELF CONFIDENCE can be closely related to self-awareness when what we find upon self-examination is mostly positive.

The Ancient Greeks admonish us to "Know thyself" before judging the conduct of others. Confidence in our potential as CHANGEMAKERS motivates us to step up to the challenges before us. SELF CONFIDENCE allows us to trust our ideas enough to share them and see where they go.

Before people see and recognize our unique qualities, we must enjoy them, celebrate them and let them shine brightly from within.

SELF CONFIDENCE comes when you believe you can make needed change happen despite obstacles that appear to stand in your way.

SELF CONFIDENCE becomes apparent:

when we have and share our points of view,

when we're willing to challenge the assumptions of others,

when we step up to instigate change,

when we take our place in dealing with issues as they arise,

when we welcome others to the table

Creating solutions requires people to acknowledge problems and advocate for the needs of others, as well as themselves. Advocacy requires SELF CONFIDENCE and the ability to raise one's voice and speak "truth to power". In this way, we work together for communal solutions that are both just and equitable.

Before we move on, take a moment to think about your SELF CONFIDENCE by answering these questions:

How's your SELF CONFIDENCE?

What are your most confident areas?

Where in your life might you lack a bit of confidence?



Another important part of our BEINGNESS is our VALUE SYSTEM.

CHANGEMAKERS check their inclinations and ideas against a core set of VALUES.

Typically developed early in life, HOMEGROWN VALUES come from the teachings and examples set by families, educators, faith traditions, and one's own perspective and experiences.

One's ORIENTATION TO VALUES serves as a guiding light in the life of a CHANGEMAKER

Developed over time, and with intention, these VALUES reflect the soul of the individual and help them make authentic and aligned decisions.

Later, when we unpack the REFLECTING quadrant, you'll begin to see how we can reflect our values in the missions we represent in the world such as advocacy, social justice, or environmental stewardship.

For now, just remember that our VALUES are an essential part of our BEINGNESS and how we show up in the world from a very early age.

Take a moment to list three to five values important to you. What made you list the ones you did?

CHANGEMAKERS, on the other hand, tend to take responsibility for their actions, behaviors, choices, and outcomes. Thus, CHANGEMAKERS usually exemplify INTERNAL LOCUS OF CONTROL.

It's interesting to note that those with an INTERNAL LOCUS OF CONTROL often use the word "I" when talking about success or failure. They believe they have control of their own fate and that they will succeed through their own effort because they have the capacity to change things. Sometimes this is referred to as a sense of SELF-EFFICACY.

An INTERNAL LOCUS OF CONTROL is typically highly valued in western society. People who are self-directed and self-regulated are seen as highly productive with little need of oversight or supervision.

It's important to note, however, that while some cultures place greater emphasis on self-determination others emphasize the power of the collective.

CHANGEMAKERS find value in both and work to maximize the potential of both the individual and the community for the good of the whole.

The challenge when considering our LOCUS OF CONTROL is the balance between MAKING things happen and ALLOWING things to happen.

While CHANGEMAKERS typically lean toward being people who make things happen, there's an argument in the BEING quadrant for accessing the wisdom that can often come from allowing as well.

How would you describe your own balance between making and allowing?

What did you learn from reflecting on your beingness?

Are there any areas of your being that you're really excited to share We'd love to hear from you.

Before we move on to the next quadrant, think about the questions above.

As we move into the DOING quadrant of the CHANGEMAKER FRAMEWORK, we begin to see how the individual uses their sense of self-awareness, confidence, values and efficacy, all inherent in their BEING, to get things DONE.

CHANGEMAKER ATTRIBUTES in the DOING quadrant include:

CREATIVITY and INNOVATION

ACTION ORIENTATION

PROBLEM SOLVING

PERSEVERANCE

Let's break these down.

Let's look first at **INNOVATION AND CREATIVITY**.

CREATIVITY is the art of thinking new things while

INNOVATION is the act of doing things in a new way.

Both are essential practices for **CHANGEMAKERS**.



CREATIVITY and INNOVATION are important assets in developing new solutions to age old problems.

Hope for a bright tomorrow is born out of testing and validating every creative possibility in the context of science.

It's important for CHANGEMAKERS to be original and inventive and to apply lateral thinking to challenges that arise.

Future thinkers tend to be most able to think broadly and look for new ways to approach old problems.

Change simply cannot happen without CREATIVITY and INNOVATION. What's really fulfilling is that CHANGEMAKERS get to enjoy the process of creative innovation in the company of others. In this context, new ideas are almost always more powerful and effective.

CHANGEMAKERS are typically full of curiosity. They explore the world and try to figure out how things work. Often quick-witted and appreciative of art and culture, CHANGEMAKERS are open to new ideas and ways of thinking.

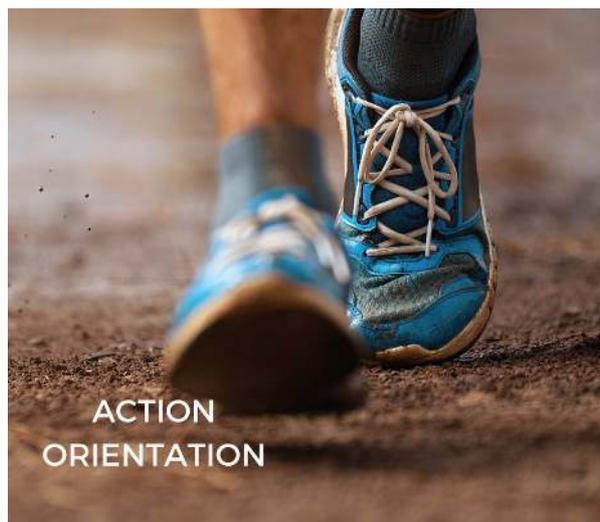
What do you think?

Before you move on, reflect on these questions:

How would you describe your ability to be creative and innovative?

What conditions allow you to access this part of yourself?

ACTION ORIENTATION is the next in our model of **CHANGEMAKER ATTRIBUTES**.



Effective **SOCIAL CHANGEMAKERS** are oriented toward action and productivity. They're ambitious and do not have to be prompted to engage in goal setting, action planning, or follow through.

Words are not ever enough to address the world's most pressing issues, but thoughtful words can lead to thoughtful actions.

ACTION ORIENTED CHANGEMAKERS have the **COURAGE** to dream and the **GUTS** to make things happen.

They're willing to be vulnerable and ask for help when they can't take care of things on their own, but they take responsibility for their actions and are willing to make mistakes if that's what it takes to get things rolling.

Creative thoughts alone make no progress. It is only when those ideas and inspirations move into the cycle of action, evaluation, reconsideration, and new actions - based on evidence - that positive movement toward change actually happens.

Take a few moments to ponder yourself in action.

What spurs you toward action?

What slows you down?

PROBLEM SOLVING is the next attribute in the **DOING** quadrant. Solving **PROBLEMS** is at the heart of what drives and motivates **CHANGEMAKERS**.



CHANGEMAKERS start by asking questions and by asking the right questions, they greatly enhance the probability of solving the right problems.

CHANGEMAKERS are naturally driven to solve problems they encounter in the world. Unlike those who sit back and wait for others to step up and make things better, **CHANGEMAKERS** get to work, gathering information, researching alternatives, and making a plan.

PROBLEM-SOLVERS continue to ask questions and evaluate their strategy all along the way.

Are you prepared to ask questions and embrace the possibility that all problems have a solution?

Most problems have solutions IF only we are:

creative enough

determined enough

open-minded enough and

curious enough ...

to work until we find them.

Think about yourself as a problem solver.

*What are the problems that compel you to want to be a
CHANGEMAKER?*



DOING Attribute #4 is PERSEVERANCE.

To PERSEVERE is to be "stubborn with a purpose".

CHANGEMAKERS apply their inclination to stubbornness for the good by projecting optimism and the ability to adapt in positive ways to changing circumstances.

It takes a tolerance for ambiguity and stress. It takes resilience and the ability to thrive in spite of adversity.

Some call these characteristics GRIT. As stated in the Northampton definition, GRIT is an essential characteristic of effective CHANGEMAKERS.

Patience is said to be a virtue.

While this is certainly true, PERSISTENCE and PERSEVERANCE are the virtues that carry CHANGEMAKERS forward.

When challenges arise and obstacles appear in the path, how ready are you to stick to the work?

When things get to be more difficult or less exciting, how ready are you to exude passion and diligence with a sparkle in your eyes when others are giving up?

Your answer to these questions may tell you if you are ready to be a CHANGEMAKER.

The truth is a matter of WILL more often than SKILL.

How easily does perseverance come for you?

How do you think you can build this muscle?



Remember that the **CONNECTING** quadrant represents what we call the **PATCHWORK**.

Together, we create the collective **PATCHWORK** of humanity when we meet and engage with new people across cultures, seeking to understand and appreciate.

The PATCHWORK brightens and glows with greater potential for all of us when we step back to appreciate both its beauty and its utility.

Positive change requires engaging with others from multiple perspectives. Seeing the world through the eyes of others, uncovers greater potential for everyone.

That's what we're striving to do at BLUE ROADS; engage the PATCHWORK of diversity to enrich our present and enhance the possibilities of our tomorrow.

The CONNECTING quadrant focuses on relationships with others, particularly others with whom we are less familiar.

While our family, friends, close neighbors and associates may be so much like us we find little challenge in understanding their points of view, the power of the PATCHWORK lies in its diversity of perspectives.

In this quadrant, we find four essential attributes that will allow us to thrive in our work as CHANGEMAKERS working for the good of all:

SOCIAL-EMOTIONAL INTELLIGENCE

EMPATHY

COMMUNICATION

CULTURAL COMPETENCE

One could argue that all of these attributes fit squarely under the first one as they are all SOCIAL-EMOTIONAL skills, but we're going to unpack each of them individually because they are that important.

The overarching attribute here is SOCIAL-EMOTIONAL INTELLIGENCE (SEI).



Those with strong SEI, sometimes called EQ, use emotions in positive ways. They are socially aware and understand the role of emotions when working with others.

Social-emotional intelligence is cultivated in homes, classrooms, and communities when we're encouraged to learn and to make decisions that consider the feelings, needs and intentions of others, alongside our own.

Sometimes also called "good people skills", SEI, allows us to fit into different networks while remaining true to ourselves. SOCIAL-EMOTIONAL INTELLIGENCE allows us to recognize our own feelings and those of others so that we can interact productively for the good of all.

Being an emotionally intelligent CHANGEMAKER means connecting with the powerful emotions that make us all human. When we handle our emotions wisely, and respect those of others, we're able to create a healthy and inclusive environment for everyone to express their needs and get them met.

Ponder these questions before moving on:

How are your social-emotional skills?

How well can you read the emotions of others and communicate effectively within your own?



An important related attribute is EMPATHY. Of course, EMPATHY is really a part of good SEI, but it is so important, it warrants listing separately, too.

The gift of EMPATHY helps you find echoes of yourself in another person and echos of others in yourself.

When we feel EMPATHY, we are motivated to consider other's perspectives and are willing to work to develop that aptitude if it doesn't come naturally to us.

EMPATHY is one of many social emotional skills, but deserves special attention because of its unique capacity to create human bonds of understanding on which positive change can happen.

EMPATHY really is a super power.

When we hone our ability to see the world through the eyes of others, we exponentially increase our capacity to create solutions and to meet numerous needs simultaneously.

CHANGEMAKERS feel great EMPATHY for others.

What about you? Are you able to suspend your own biases long enough to look at the world through the eyes of another?

The third attribute in the **CONNECTING** quadrant is **COMMUNICATION**.



CHANGEMAKERS recognize that every individual is different in the way they perceive the world around them.

COMMUNICATING effectively as both givers and receivers of information is essential to bridging these differences.

Effective COMMUNICATION skills are essential for anyone hoping to create positive change. When we put a priority on listening to understand prior to delivering our own messages, we will find ourselves better equipped to speak and write in a manner that can be received willingly by others.

Those with good communication skills typically possess high levels of literacy, numeracy, and digital literacy, too. But what's more important is that they share what they know and learn generously with others and are eager to learn from others as well.

CHANGEMAKERS can influence, persuade, and negotiate, but are likewise capable of learning cooperatively and co-constructing meaning with others as equal partners.

Things to consider:

Would you say you're better at input or output?

What do you do to help keep yourself in balance?



Next up in the **CONNECTING** quadrant is **CULTURAL COMPETENCE**.

Perhaps the prime example of deep social emotional intelligence is our capacity to apply these skills and dispositions cross-culturally.

Working with, and for, humanity requires a willingness to open our hearts and minds to the customs, habits and values of others while sharing our own in a celebration of our similarities, as well as our differences.

Cultural competence requires a lifelong effort to suspend the biases of our own experiences in order to enter the world of another with respect and genuine curiosity.

This can require a commitment to **RADICAL EMPATHY** (defined by Camp Stomping Ground as "actively striving to better understand and share the feelings of others. To fundamentally change our perspectives from judgmental to accepting, in an attempt to more authentically connect with ourselves and others.")

CULTURAL COMPETENCE is an essential attribute of CHANGEMAKERS.

Ask yourself often:

How open am I to the joys challenges and lessons to be learned by maximizing my exposure to cultural diversity?

How am I being deliberate and intentional in my efforts to expose myself and learn from others' cultural perspectives internationally? What about in my own community?

Do I visit new neighborhoods?

Do I go to events outside my culture?

Do I travel with a specific intention to learn and gain new insights - not just to be exposed to the "exotic"?

Do I invite diverse stakeholders into my efforts? Do I join theirs?

Do I suspend my thoughts about what is needed and what could help until I hear from the people most affected?

How comfortable are you engaging with people from other cultural groups?

What experiences do you have with diverse others?

The fourth quadrant in the changemaker framework focuses on REFLECTING,



In fact, REFLECTION is the first attribute in the reflecting quadrant because the four attributes here all relate to what Changemakers must convey or REFLECT out into the world from deep within.

The next four concepts will illustrate how we can create momentum for change by intentionally reflecting an identity of CHANGEMAKER-LEADER who thinks GLOBALLY and CRITICALLY about the world's most pressing issues.

SELF-REFLECTION is an important and humbling process
for every CHANGEMAKER.

Being REFLECTIVE helps us to consider what we say, think and do in the context of family, community, and the wider world.

As part of our ongoing development as humans, REFLECTIVE THINKING is a way to transform experiences into insights that show up on the OUTSIDE.

On the outside, CHANGEMAKERS reflect behaviors and attitudes for others to emulate.

On the inside, CHANGEMAKERS reflect deeply upon what they see, what they feel and what they think to consider next steps on their journey to create a better world.

What connections can you make between internal reflection and what you reflect outwardly for the world to see?

The next attribute we'll look at is GLOBAL MINDSET.



A CHANGEMAKER'S mindset must include a global perspective that recognizes the interconnectivity of environmental political and economic systems, as well as how the health and wellbeing of others on the other side of the planet are deeply intertwined with our own.

A GLOBAL MINDSET means that we open our minds and hearts to work for the wellbeing of the entire planet and all its inhabitants.

No amount of selfish thinking or nationalism can erase the fact that we are deeply and powerfully connected to humans all around the globe,

CHANGEMAKERS celebrate and embrace a GLOBAL MINDSET and recognize there is no other way to create a world that works for everyone.

What does having a GLOBAL MINDSET mean to you?

What does it look like in practice?

CRITICAL THINKING is the third attribute related to the big idea of **REFLECTING**.



CRITICAL THINKING requires earnest consideration of all sides of an issue and all perspectives before moving to decision-making.

CRITICAL THINKING is vital for CHANGEMAKERS to make breakthroughs for positive change happen. Only when we're able to think deeply and broadly about both possibilities and implications in a world where single-mindedness seems to drive ardent polarization can real progress occur.

Are you trying to look at issues from multiple perspectives before making decisions?

What forces seem to discourage critical thinking in modern society?

How can we overcome them?

These are important questions for CHANGEMAKERS.



The last attribute in our **CHANGEMAKER** framework is that of **LEADERSHIP**.

CHANGEMAKER-LEADERS reflect a global mindset in their way of being, thinking, acting, and interacting in the world they serve.

If you remember nothing else of the 16 attributes of **CHANGEMAKERS**, remember this:

CHANGEMAKERS are leaders who:

reflect the world they want to see

while connecting productively with others

to do good work

while still remaining true to themselves.

That's really why you're here, isn't it?

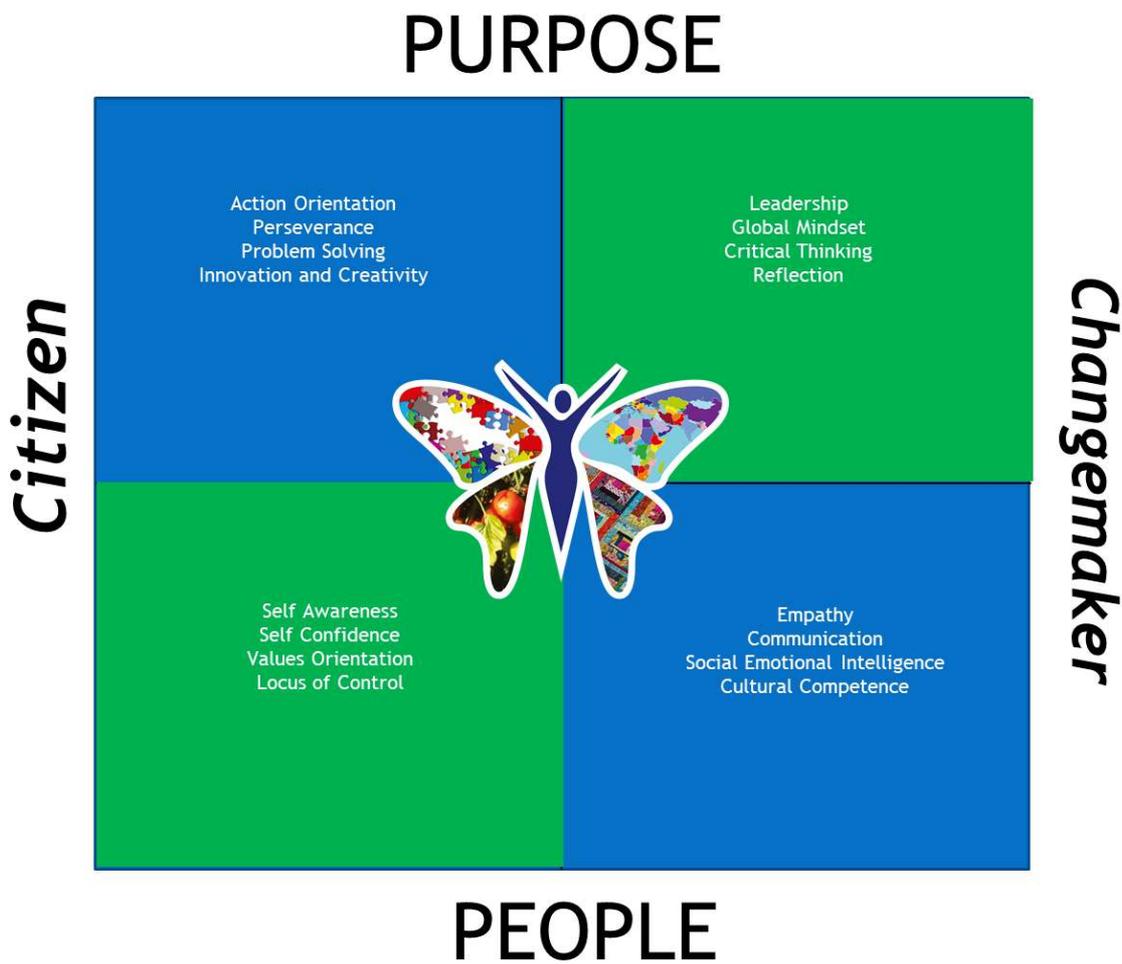
What did you learn from reflecting on reflecting?

Seriously though...

The reflection quadrant reminds us that changemaking is all about how we let our lights shine into the world to make our priorities visible.

What do you long for the world to see in you so that you might serve as a positive example?

So that's the gist of what it takes to move from citizen to **CHANGEMAKER**.



Let's review.

Focusing on these four areas of life, we can become effective changemakers:

how we show up in the world as full BEINGS,

what we DO with the resources available to us,

how we CONNECT with others and

what we REFLECT into the world

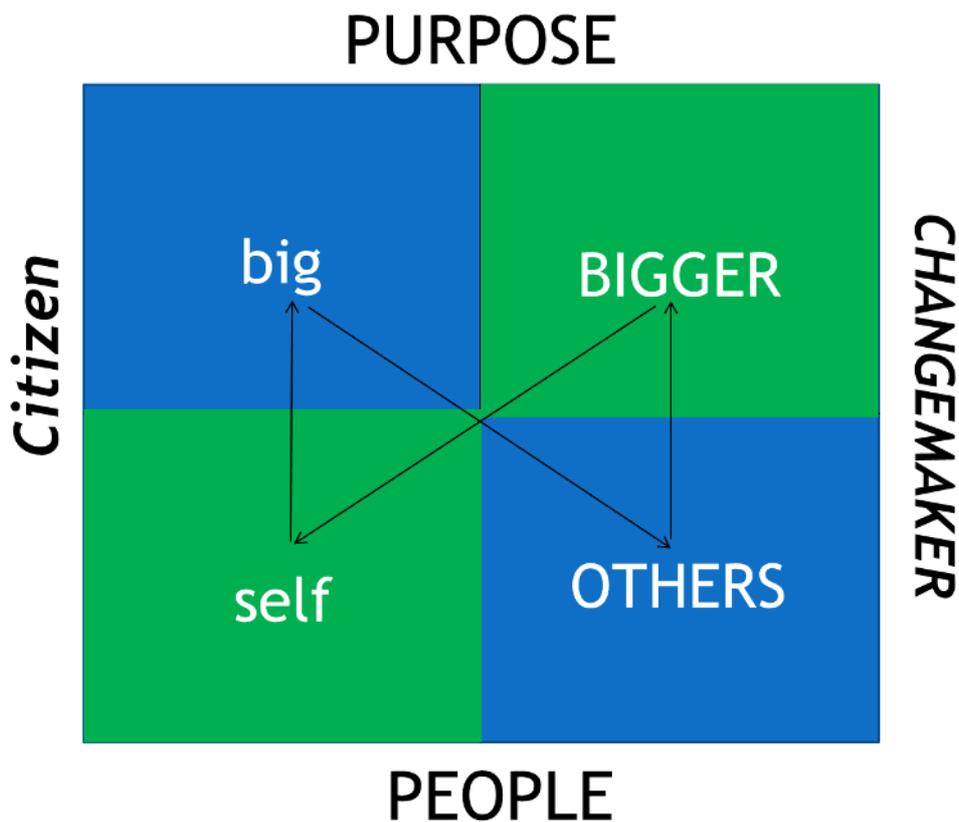
One word of caution though:



Balance between and among the quadrants is essential.

Change-oriented people often have a tendency to be all about the doing and not as much about the being and relationships.

Remember, it's impossible to have a purpose-centered life without first having a people-centered life.



One can not create a life of bigger purpose without a
balanced focus on self and others.

One can not create effective solutions for the world
without:

knowing where you come from

*honoring the beautiful patchwork that makes up all
of humanity*

cultivating ideas close to home

for the benefit of individuals and communities alike

by focusing on explicit identified needs.

When instituted with fidelity, this approach:

creates a unique identity for the community on a local or
global level and

encourages us to view our planet more holistically.

When we step back with the intention of seeing the full potential of humanity, we find endless possibilities to resolve the world's issues if we will only work together.

Hope lies in our capacity for empathy and understanding when we commit to looking through the eyes of another.

Are you creating homegrown solutions?

Are you working with others to inspire changes to the

system that creates poverty, inequity, and environmental problems?

Are you working for solutions in a changing world?

Are you on the Changemaker Journey?

Doing so requires experimentation to discover what

We have a better chance of getting it right the first time when we engage local communities actively in that process.

Equality, justice, and education for all.

These are the foundations of a better world.

Let's make it happen!

Congratulations on the completion of the first step in the change-maker journey, CHANGEMAKER YOU!



You now have a good understanding of the 16 attributes that Global Changemakers share and how they're organized around the big ideas of BEING, DOING, CONNECTING and REFLECTING.

Your next step is to learn how to cultivate those attributes in yourself and others so you can create the world you want to live in.

How do you nurture these attributes and help them take root and grow?

Blue Roads helps to cultivate these essential changemaker attributes in a way that allows Changemakers in turn to teach and cultivate these same attributes for others.

Thus begins the ripple effect.

If you're not already enrolled with Blue Roads, your next step is to schedule a [call with Patti](#) to map out the path for your personalized CHANGEMAKER JOURNEY.

We offer a wide range of opportunities to cultivate the specific skills needed by CHANGEMAKERS..

Get in touch [here](#) for a conversation with Patti about what to do next.

Let the journey begin!

About the Author



Patricia Talbot (CEO and Co-Founder)

Patti cultivates homegrown changemakers prepared to step into their power and work with others to create the world they want to live in. Get in touch to find out how you can grow the social changemaker in yourself and those you serve with [Blue Roads Changemaker YOU](#).



Author's Notes

The Blue Roads Changemaker Framework has been informed and inspired by the work of many changemakers and researchers in the field of social change as well as the field of global competency education. By placing the attributes into corresponding quadrants related to BEING, DOING, CONNECTING and REFLECTING, the 16 identified attributes are easier to remember and to access in school, family, community and workplace settings so that they may be developed with intention. A meta-analysis of the literature on the characteristics changemaker have in common has been most influential and can be found here:

Rivers, B., Armellini, A. & Nie, M. (2015). Embedding social innovation and social impact across disciplines. Identifying Changemaker attributes. Higher Education, Skills and Work-Based Learning (5). 242-257.

Another resource directly referenced in this document may be found here:

Van Kempen, C. (2015). The 16 common characteristics of a change-maker. <https://www.linkedin.com/pulse/16-common-characteristics-change-maker-chantal-van-kempen/>