

ATTRIBUTES OF AN AGENT OF CHANGE

1. Clear Vision – A “change agent” does not have to be the person in authority. They do however have to have a clear vision and be able to communicate that clearly to others. People can become frustrated if they feel that someone is all over the place on what they see as important, and tend to change their vision often. This will put off others as they are not sure if they are on a sinking ship and look for a way out.

Note that a clear vision does not mean that there is one way to do things; in fact, it is essential to tap into the strengths of the people you work with and help them see that there are many ways to work toward a common purpose.

2. Patient Yet Persistent – Change does not happen overnight. Most people know this. To have sustainable change that is meaningful, people have to embrace and see its importance. Most people need to experience something before they really understand it. This is especially true in schools. Many people can get frustrated that change doesn't happen fast enough.

Persistence comes in to play when you take opportunities to help people get a step closer when they are ready, not give up on them after the first try. Move people from their point 'A' to their point 'B', not have everyone move at the same pace. Every step forward is a step closer to a goal; change agents help to make sure that people are moving ahead.

3. Asks Tough Questions – It would be easy to have someone come and tell you how things should be, but then this is someone else's solution. When that solution is someone else's, there is no accountability to see it through. When people feel an emotional connection to something they will truly move ahead. Asking questions and helping people come to their own conclusions based on their experience is when you will see people have ownership in what they are doing. Keep asking questions to help people think, don't alleviate that by telling them what to do.

4. Knowledgeable And Leads By Example – Leaders have “character and credibility”; they are not just seen as good people. That they are also knowledgeable in what they are speaking about. Too many times, educators feel like their administrators have “lost touch” with what is happening in the classroom, and many times they are right. Someone who stays active in not necessarily teaching, but active in learning and working with learners, and can show by example what learning can look like now, will have much more credibility with others. If you want to create “change”, you have to not only be able to articulate what that looks like, but also show it to others.

People talk about “how kids learn today” but upon closer look, the same speakers do not put themselves in the situation where they are actually

immersing themselves in that type of learning. How can you really know how “kids learn” or if something works if you have never experienced it?

5. Strong Relationships Built On Trust – All of the above, means nothing if you do not have solid relationships with the people that you serve. People will not want to grow if they do not trust the person that is pushing the change. Change agents are extremely approachable and reliable. Never be afraid to approach that individual based on their “authority”. Usually they will go out of their way to connect with you.

This doesn’t mean that they aren’t willing to have tough conversations though; this also builds trust. Trust is also built when you know someone will deal with things and not be afraid to do what is right, even if it is uncomfortable. Trust happens when you choose to do what is right for your community or organization, and it is always done in a respectful way. – See [Source](#). See [More Definitions](#).