

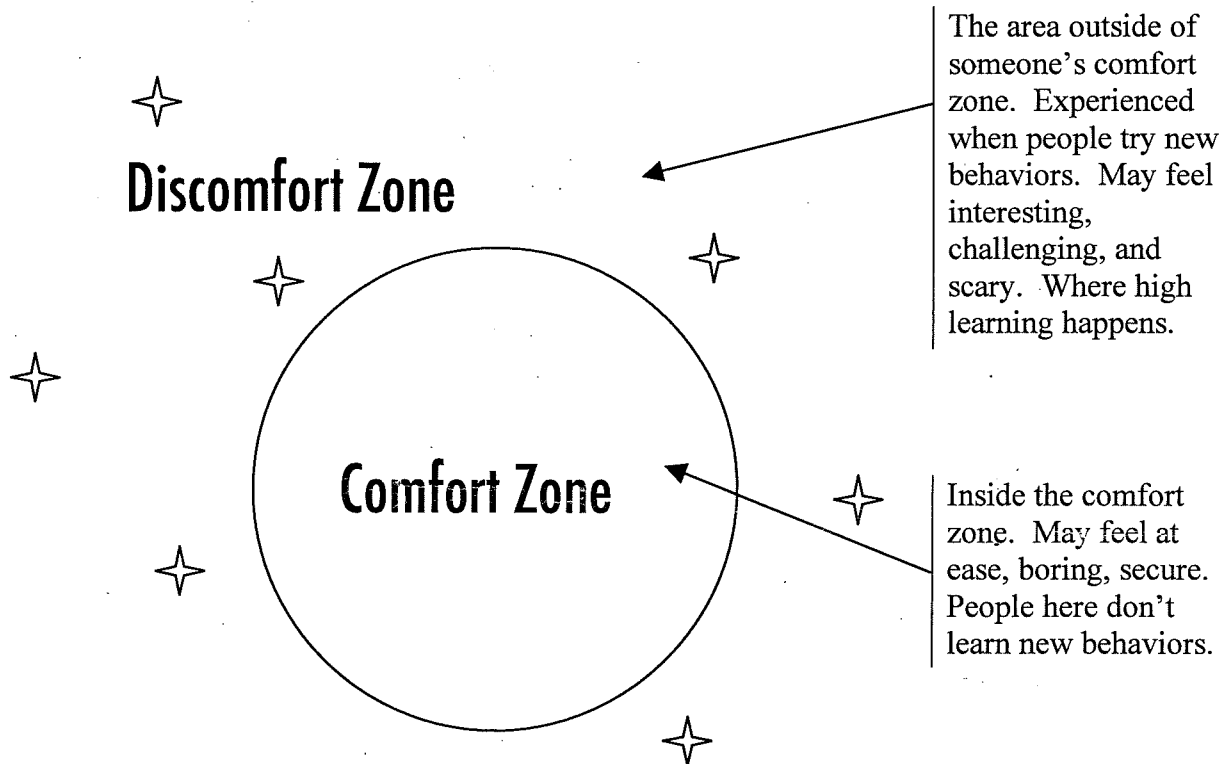
TRAINING FOR CHANGE *HANDOUT*

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Using Discomfort Zones for Learning

Want to learn? Then you must do something different than what you already do. This often involves discomforting feelings: fear, impatience, self-judgment, and more. Only when people are in their discomfort zone do they grow and learn. When someone survives a trip into their discomfort zone, their comfort zone can be enlarged as they gain confidence they can do that thing again.

The key for organizers and trainers? Keep people stretching their comfort zones by encouraging them to do things outside of their discomfort zone!



★ - Different behaviors outside of someone's comfort zone. Each person is different. Someone's might include: writing press releases, giving direct feedback, or talking to large groups.

Note: Outside of the discomfort zone is the *alarm zone*, where people go into total shock and shut down. It's a sign there is not enough safety and where harm may be done. The alarm zone is not included in the diagram because US and Western culture is absolutely obsessed with comfort. Many react negatively to any "pain" or discomfort, naming such feelings alarm simply because it's "alarming" in their minds. *It is important to distinguish between comfort, which is physical/emotional ease, and safety which is the absence of harm.*

Written by Daniel Hunter, Training for Change
from Future Now, A Training Collective <futurenow@igc.org>