

Dilt's Nested Levels of Organizational Change

Identity: The individual or group's sense of self
Who are we? Who am I?

Belief System: The individual or group's values, beliefs, and meanings
Why do we do what we do?

Capabilities: The individual or group's metacognitive and reflective skills available through consciousness and group member capabilities to use new knowledge and skill
How will we develop and use the skills that we have?

Behaviors: The individuals or group's actions and reactions
In what specific behaviors will I or we engage?

Environment: Basic physical surroundings, tools, materials, supplies, etc.
What do we need to begin?