

# The Formula for Change

$$(D \times V) + f > R$$

The diagram shows the formula  $(D \times V) + f > R$  with four variables: **D** (purple), **V** (green), **f** (blue), and **R** (red). Arrows point from each variable to its corresponding definition in the boxes below.

**Dissatisfaction**  
with the  
status quo

**Vision**  
of a positive  
future state

**First Steps**  
in the direction  
of the vision

**Resistance**  
to  
change