

# The Resistance Audit

*Incorporating the Shifting Grid — Chapter 1 Play*

KEYSTONE TEMPLATE — INCLUDED IN BOOK

*The Resistance Audit replaces static stakeholder maps with a living document that reassesses per initiative. Resistance is impact-dependent, not identity-fixed. The VP who championed your dashboard might torpedo the automation that touches their workflow. Update this audit quarterly or whenever a new initiative launches.*

## INITIATIVE DETAILS

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INITIATIVE / PROJECT NAME

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ASSESSMENT DATE

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YOUR ROLE / POSITION

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## STAKEHOLDER ASSESSMENT

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#	STAKEHOLDER	POSITION (C / T / H)	SPECIFIC TO THIS INITIATIVE?	WHAT DO THEY STAND TO LOSE?	RECOMMENDED APPROACH
1					
2					
3					
4					
5					
6					

7					
8					

#### POSITION KEY

**C = Confused** — They need education. Standard change management works. Low-friction trials, office hours, patient explanation.

**T = Threatened** — They need reassurance and involvement. Co-design workflows, skills pathways, demonstrate augmentation not replacement.

**H = Hostile** — They need accountability. Document, align to executive priorities, run plays from Chapters 4-9.

#### REASSESSMENT TRIGGERS

Reassess when: a new initiative launches, a stakeholder's role changes, you observe behavior that contradicts your current assessment, or a significant organizational event occurs (reorg, leadership change, budget cycle). Populate with observed behavior over time, not one-time impressions.