WORKSHEET 2
IMMUNITY TO CHANGE METHODOLOGY TOWARDS PERSONAL LEADERSHIP PRACTICES

Identifying improvement goal	Identifying actual vs expected behavior (doing and not doing)	Identifying hidden conflicting commitment	Identifying and testing assumption
Example: **Personal** - Becoming a better leader by example to improve research publication performance. - Becoming a better motivator. - Becoming a people person in collaborating.	*Example:* **What I am doing/not doing** ***Actual behavior currently doing*** - Pursuing the research publication for myself first. ***Expected behavior but not yet doing*** - Providing mentors to my staff who could guide them to do research well and then publish well.	*Example:* - I always want to show that I am a good example for my staff in terms of research publication performance. If I show them that I am good at international publication, I think it would be a good motivation for them to follow me. - I am happy to be best in international publication in my organization.	*Example:* - Is it a real motivation? Or my staff tend to see me just "showing off" without showing them the way to reach my achievement? - Initiating an investigation to find out.
I want to balance the number of publication of lecturer by redefine job priority	I am doing: Giving the job to my staff based on my priority => Directing and guiding my staff to do the work based on the priority scale I am not doing: Give priority to my staff	My staff see me as a selfish leader because only see my interest => I always want to show that I am a productive academician in terms of research publication performance. I think it would be a good motivation for other lecturer to follow me.	If I give still do this, I look as leader that can't manage my staff very well

WORKSHEET 3
IMMUNITY TO CHANGE METHODOLOGY TOWARDS PROJECT IMPACT

Identifying improvement goal	Identifying actual vs expected behavior (doing and not doing)	Identifying hidden conflicting commitment	Identifying and testing assumption
Example: **Organizational** - Reaching better achievement in international publication aspect of HEI key performance indicator. **National HEI sector** - Improving the international recognition to the HEI research outputs.	*Example:* **What my staff doing/not doing** ***Actual behavior currently doing*** - Stuck with current research. ***Expected behavior but not yet doing*** - thinking out loud to look back at their previous research findings and find possible way to present the finding from different perspective; - willing to collaborate with international researchers.	*Example:* - My staff seems willing to publish their work in international journal but the cost hinder them. - My staff is not eligible to access grant. - My university tends to conserve everything, e.g. tradition, habit, values, etc.	*Example:* - Do the researchers work under pressure? What makes the pressure happen? - Is there any direct advantage or disadvantage the initiatives offer?
Organizational: Balancing the number of publication of all lecturer will improve the quality and quantity then it will improve the IKU	My staff doing: They do based on their interest My staff not doing: They don't want to share their knowledge to their colleagues.	The publication became not suitable with rootmap.	If the research roadmap has not been rearranged, this will give bad mark to my unit performance