# Ambrose Model of Change

| Vision | + | Skills | + | Incentive | + | Resources | + | Action Plan | = | Results |

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| ~~Vision~~ | + | Skills | + | Incentive | + | Resources | + | Action Plan | = | Confusion |

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| Vision | + | ~~Skills~~ | + | Incentive | + | Resources | + | Action Plan | = | Anxiety |

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| Vision | + | Skills | + | ~~Incentive~~ | + | Resources | + | Action Plan | = | Resistance |

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| Vision | + | Skills | + | Incentive | + | ~~Resources~~ | + | Action Plan | = | Frustration |

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| Vision | + | Skills | + | Incentive | + | Resources | + | ~~Action Plan~~ | = | False Start |

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*Ambrose, D. (1987). Managing complex change. Pittsburgh, PA: The Enterprise Group, Ltd.*