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The second dimension of change I distinguish has been addressed in previous literature as the "cognitive" dimension of change and is concerned with "the way people perceive situations, problems and opportunities" (Bennis and O'Toole, 1994). This second dimension represents an individual's ability to identify problems, assess the situation accurately, and make appropriate decisions. The third dimension of change is concerned with the "way people act" (Bennis and O'Toole, 1994). This dimension represents the individual's ability to translate his or her perceptions into action and to implement those actions effectively. The third dimension of change is concerned with the "way people relate to others" (Bennis and O'Toole, 1994). This dimension represents the individual's ability to work effectively with other people in order to achieve common goals.



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