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A FRAMEWORK FOR LEADERS AND TEAMS

# Say "Yes, And!" to Change

Six shifts that transform uncertainty, disengagement, and overwhelm into momentum, creativity, and real results.

BY AVISH PARASHAR

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Most leaders assume the biggest obstacle to change is resistance. It is not. Resistance at least has energy. The real threat is apathy: the quiet disengagement that shows up as blank stares, polite nods, and people doing exactly what is required while emotionally checking out.

The YES AND Framework is built on a core principle from improv comedy: accept reality, then build from it. Not blind optimism. Not toxic positivity. A practical, human-centered approach to navigating change in a way that actually unlocks energy and initiative.

Here are the six steps and the questions each one asks you to sit with.

THE YES AND FRAMEWORK AT A GLANCE



**Y**

## STEP 1

## STOP FIGHTING REALITY

**Yield to What Is**

Most people waste enormous energy fighting circumstances they cannot change: asking why something happened, wishing for the old normal, or mentally arguing with reality. Yielding is not giving up. It simply means acknowledging what is true honestly enough that you can finally work with it instead of against it. Once you stop asking "how do we get back to the way things were?" you free yourself to ask the only question that matters: "How do we make this work brilliantly?"

*Where am I still arguing with a reality that is not going to change?*

**E**

## STEP 2

## RECONNECT WITH WHO YOU ARE

**Explore and Express Your Core**

People are at their best when connected to their strengths, values, and natural ways of thinking. When work aligns with that core, energy and engagement rise organically. When they are disconnected from it for too long, apathy creeps in. Great leaders do not just manage tasks. They create environments where people can contribute from their natural strengths and feel valued for what makes them unique. The more people can bring their genuine selves to the work, the more ownership and initiative follow.

*What strengths am I, or my team, leaving at the door right now?*

**S**

STEP 3

## MOTION BEFORE MOTIVATION

**Start Small, Take Small Steps**

Big change creates fear and overwhelm. The larger the challenge appears, the more likely people are to freeze and wait until they "feel ready." Here is the truth: readiness rarely arrives first. Confidence and motivation typically show up after movement has already begun. Small steps shrink the challenge, reduce resistance, and make progress feel possible. They build momentum, and momentum changes people. Those small actions compound into meaningful transformation over time.

*What is one small, doable action I could take today instead of waiting for the perfect plan?*

**A**

STEP 4

## IDEAS FIRST, JUDGMENT SECOND

**Access and Apply Your Creative Genius**

Creativity is not just for artists. It is simply problem-solving with imagination. And most people suppress it without realizing it. They overthink, self-edit, or dismiss ideas before those ideas even have a chance to develop. The improv approach is different: generate first, evaluate later. Let possibilities emerge before deciding what is useful. Most teams already have far more creativity inside them than they know. The key is creating an environment where it is safe enough to explore.

*Where am I, or my team, evaluating ideas before they even get a chance to breathe?*

**N**

STEP 5

**EMOTION DRIVES BEHAVIOR****Notice and Nurture Emotion**

One of the most expensive mistakes organizations make during change is assuming people are primarily logical. They are not. People do not disengage because they misunderstood the strategy deck. They disengage because they feel overwhelmed, uncertain, unheard, or unsafe. Ignoring emotion does not make it disappear. It pushes it underground, where it quietly influences everything. Leaders who notice emotional dynamics and respond to them thoughtfully build teams that are more adaptable, more collaborative, and far more resilient.

*What emotion is quietly shaping my team's behavior right now that no one is naming out loud?*

**D**

STEP 6

**THE REAL ANSWER IS ONE LAYER DOWN****Dig Deeper**

Most people stop too early. They solve surface problems, accept first answers, and move on before uncovering what is really happening underneath. The result? Organizations spend enormous time and energy solving the wrong problems. Digging deeper means resisting the urge to rush past curiosity. It means asking better questions and staying engaged long enough to find root causes, hidden assumptions, and overlooked opportunities. The biggest breakthroughs are often hidden just one layer below where most people stop looking.

*Am I solving the real problem here, or the most obvious one?*

*"The teams that thrive will not necessarily have the most perfect plans. They will be filled with people who know how to adapt, collaborate, and move forward together, even when the path is not clear."*

AVISH PARASHAR



READY TO GO DEEPER?

## The full roadmap is in the book.

Each step of the YES AND Framework comes to life with practical tools, real-world stories, improv exercises, and 15-minute micro-actions you can use immediately, whether you are leading change, responding to it, or simply trying to thrive in uncertain times.

Practical tools and exercises

Leadership applications

15-Minute Micro Actions

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