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The Paradoxical Theory of Change: Why Trying to Improve Might Be Holding You Back

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The Foundation of Growth is Understanding

Here to guide you every step of the way toward growth; whether it's working on leadership skills, building a cohesive team dynamic, or the latest wellness research.

New Format!

I try to talk the talk and walk the walk. I speak about growth, and in an effort to grow I'm adjusting the format of this newsletter. Moving forward it will be a bit more concise on a single topic, and in more of a story approach. I hope you enjoy it!

(And please let me know if you don't :)

Why Trying to Improve Might Be Holding You Back



a woman sleeping in bed in front of a starry night sky

I once tried to upgrade my life through spreadsheets.

I had goals, color-coded timelines, and a habit tracker that would make a productivity guru weep. It felt like progress... until I realized I was *fighting* myself through most of it.

And the more I pushed to change, the more I got stuck.

That's when I stumbled into something that flipped my whole approach:

The Paradoxical Theory of Change, a core idea from Gestalt psychology.

It goes like this:

Change occurs when one becomes what they are, not when they try to become what they are not.

Let that simmer.

This isn't passive acceptance. It's *radical awareness*.

It says: You don't grow by forcing yourself to become someone new—you grow by fully being who you are, *now*.

Strategies to Mitigate the Crisis & What That Looks Like in Real Life (and Leadership)



a woman looking at a holographic screen with a schematic of a human body

- ♦ Instead of saying “I should be more confident,”
you notice where you feel unsure—and name it without shame.
- ♦ Instead of pushing a team to “embrace change,”
you surface what’s not being said in the room—what’s uncertain, what’s feared.
- ♦ Instead of telling yourself, “I need to be better,”
you ask: “What’s happening in me *right now* that needs attention?”

The paradox?

When you stop resisting what is—you unlock the capacity to move through it.

Why This Matters in Organizational Growth

We often approach change like a sprint: set the goal, push the people, track the metrics. But real, sustainable transformation happens when people feel **seen, safe, and supported**—*as they are*.

- 🌀 Leaders who acknowledge uncertainty build trust.
- 🌀 Teams that speak honestly about tension move faster together.
- 🌀 Cultures that stop hiding “what is” create space for “what could be.”

The Paradoxical Theory of Change isn't a rejection of ambition—it's an upgrade to our approach.

It invites **compassion without complacency**.
It tells us: You don't have to fake it till you make it.
You get to be it, and *become* from there.

◆ Final Thought:

Growth doesn't start with striving. It starts with self-acceptance.

Whether you're guiding a team or navigating your own path, meet yourself where you are. That's where change begins.

Journaling and Coaching

Our Alpha list for our coached journaling is still open. If you'd like to sign up for free coaching and help push a movement that may open an entirely new way to grow please sign up!

<https://mailchi.mp/pegasusrealm.com/journaling-app-alpha>

Please share with anyone who may find this useful.

Pegasus Realm

Coaching w/ Adam



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