



## **That Somebody is Me**

by Cub Marion

Years ago, I was interviewing candidates for continuous improvement roles. One of the candidates made a comment that has stuck with me. When asked the standard question: “Why do you want to be in a continuous improvement role?” the individual responded with a thought that captured an interesting perspective on change management. To summarize, the candidate explained that early in his career, he was the type of person that would complain about all the problems observed in the work place. Asking questions like: Why doesn’t so and so change this...it has been a problem for years. This mindset was a never-ending cycle of pessimism and frustration. Then for some reason, this individual hit a turning point. He realized that instead of sitting on the sidelines and complaining, he could be the one to make the change happen. Rather than asking why doesn’t somebody fix the situation, that somebody could be ME.

Periodically, this is a good conversation to reflect on. In the big picture, change is uncomfortable, but change can be good. In order for an organization to continuously improve, it must be able to change. Change is driven by people. For those that drive continuous improvement, they too said, that somebody is me.