**Current**

Identify a situation at work that involves behavior you would like to change. Write down what this is and where it occurs.

What could be a personal motivator for them – why might they see their current behavior as in their best interests

Why might they consider their current behavior as normal?

What perceived lack of skills, opportunity or power might contribute to their belief that they have no choice.

Desired

What would you like the behavior to be?

How might you motivate them to see a change in behavior as in their interests?

How might you make the new behavior seen as normal?

How might you increase their belief that they can do the new behavior?