

The Formula for Change

All growth requires change. All change requires a growth mindset. Change is uncomfortable. Therefore all meaningful change is a process.

C = D x V x FS > R

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CHANGE:

What specific change do you want to make? What do you want to fix? Stop? Start? Learn?

Where there is no vision but lots of methods, there is make-work.

Where there is vision but no understanding of method, there is frustration.

Where there is neither vision nor method, there is apathy.

But where the vision is strong, and method is actually effective and workable,
Then transformation can happen

DISCONTENT:

What's wrong? What's broken? What is it about the present situation that is driving the desire to change?

VISION:

You cannot create what you cannot see. The preferred vision of the future worth creating:

List the attributes and process what you would “see” as the vision becomes reality.

FIRST/NEXT STEPS:

To implement the change you identified, what are the first/next few steps you need to take?

RESISTANCE:

Who might want to stop this from happening and why? What can you do to possibly move them to letting or even making it happen?

What might cause someone on the journey to quit? What could you do to encourage/re-engage them?

REFLECTION:

Personal evaluation: Which of the three parts of the equation are you strongest? Which requires more input/thought/reinforcement? Write something you can do next to enhance each aspect of the equation: