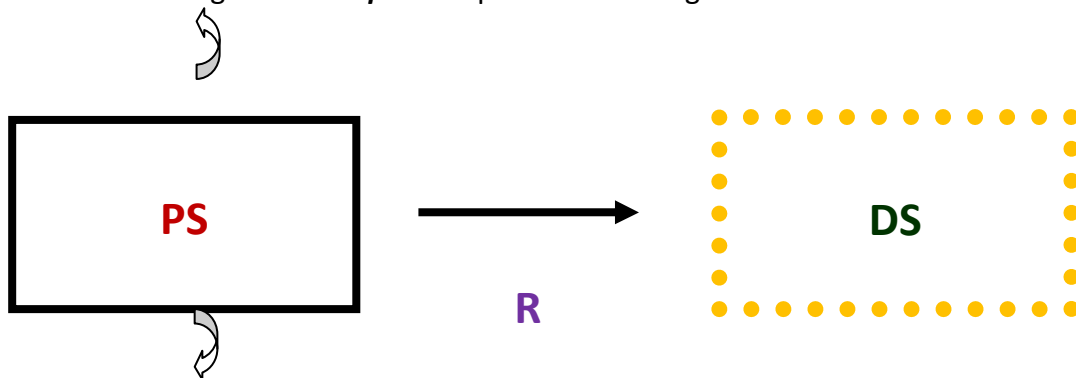


## Successful Change

The requirements for successful change :-

Successful change *at its simplest* requires three things :-



<p><b>Present State -</b> an understanding of where you are:</p> <ul style="list-style-type: none"> <li>• what's the problem</li> <li>• what's not the problem</li> <li>• when doesn't the problem occur,</li> <li>• what percentage of the time does it occur and <b>not</b> occur</li> <li>• what aspects of the problem             <ol style="list-style-type: none"> <li>a. are in my control</li> <li>b. can I influence</li> <li>c. are beyond my control</li> </ol> </li> </ul>	<p><b>Resources:</b></p> <ul style="list-style-type: none"> <li>• clarity about how you get there</li> </ul>	<p><b>Desired State -</b> a definition of where you want to be, your <b>Outcome</b></p>
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- o A preoccupation with what is wrong in the Present State, or the past, encourages blame, unresourcefulness and negativity. The focus becomes the problem.
- o Deciding on **outcomes** influences our internal processes. Definition of the Desired State affects our filtering processes. The question becomes one of "**how do I achieve what I want**" rather than "what is wrong with what I've got".
- o Once there is a clarity about the Present State and the Desired State, the Resources or ways forward usually become clear.