

THE CHANGE PROCESS

Prepare For Rain Coaching



The “**Change Process**” is based on the critical perspective that all change is *progressive*, change happens in *stages*, and that change occurs as the outcome of a *process*. Thus, all the elements of the “**Change Process**” must be present for the change to be lasting and complete. To the degree that the elements of the “**Change Process**” are present, to that same degree will the change process be complete. Each element of the “**Change Process**” corresponds to a question below...

👑 **Desire / Dreams / Goals** – For change to occur, a person needs a sense of desire, a dream, or a goal. For change to occur, a person needs to *want* it to occur. Question #1

👑 **Clarity** – For change to occur, this desire, dream or goal needs clear definition. Here we drill down from a general aspiration to specific goal(s). Question # 2

👑 **Motivation** – For change to occur, the benefits and motivation of making that change must be clear. This question gives us opportunity to load up the benefit side of the equation. Question #3

👑 **Hindrances** – What has held you back in the past? Address Controllables vs. Non-Controllables. Address both Internals and Externals. Question #4

👑 **Empowerment - Celebration / Validation / Affirmation** – Usually, the answer lies within. This gives a client an opportunity to celebrate their current tool-kit of skills, resources, tools, talents, strengths, and gifts, and to be validated and affirmed. Question #5

👑 **Action Steps / Strategy / Plans** – For change to occur, action must be taken. Behaviors need to change. Here clear plans are created. Question #6

👑 **Skills & Tools Needed / Personal Growth Plan**– For change to occur that is lasting, often we need to grow and evolve new beliefs, new attitudes, new mindsets, new behaviors, new skills, and new tools. New growth supports new levels of success. In essence, this question gives opportunity to answer the personal growth and development equation. Question #7

👑 **Plan For Growth** – If we need to grow to change, what is our specific plan for that growth? Question #8

The Wellness Wheel



1. **Desire / Dreams / Goals:** What do you want to achieve? What is your desire, dream, or goal? Be Specific -Financially Emotionally, Physically, Spiritually, Mentally, Professionally and in your Relationships. Please address each category as needed.

2. **Clarity:** Look back at what you just wrote for Question 1. Use the framework of SMART goals to move from the general to the specific; from the aspirational to the goal-oriented.

3. **Motivation:** How does achieving each of your goals impact other aspects of your life? When answering this question, please include family and other relationships.

4. **Hindrances:** What has prevented you from achieving these goals in the past?

5. **Empowerment / Celebration / Validation / Affirmation:** What skills, tools and other resources do you currently have that will aid in your ability to achieve your goals? By reminding yourself of what's already in your current tool kit, you will be **Empowered**.

6. **Action Steps / Strategy / Plans:** What specific action steps can you take to achieve these goals?

7. **Skills & Tools Needed / Personal Growth Plan:** What additional skills, tools and resources do you need to develop to help you achieve your goals?

8. **Plan For Growth:** What is your plan of action to follow through on question #7?

*You are never too old to set another goal or
to dream a new dream.*

C. S. Lewis

