

THE CHANGE PROCESS

PFR 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 an area 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.
- 👑 **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).
- 👑 **Motivation** – For change to occur, the benefits and motivation of making that change must be *clear*. This gives us opportunity to load up the benefit side of the equation.
- 👑 **Hindrances** – What has held you back in the past? Address Controllables vs. Non-Controllables. Address both Internals and Externals.
- 👑 **Empowerment - Celebration / Validation / Affirmation** – Usually, the answer lies within. This gives you an opportunity to celebrate your current tool-kit of skills, resources, tools, talents, strengths, and gifts, and to be validated and affirmed.
- 👑 **Action Steps / Strategy / Plans** – For change to occur, action must be taken. Behaviors need to change. Here clear plans are created.
- 👑 **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 gives opportunity to answer the personal growth and development equation.
- 👑 **Plan For Growth** – If we need to grow to change, what is our specific plan for that growth?

The Wellness Wheel

