

# THE CHANGE PROCESS

## STAGE I: Decide whether to change

- \* Consider your position in stages of change
- \* Develop a clear sense of what is
- \* Develop a clear GOAL
- \* Weigh benefits and costs
- \* Decide whether to proceed
- \* Commit

## STAGE II: Plan the change

- \* Create objectives—what are the milestones to reach that goal?
- \* Create interventions—what will you need to do to accomplish those objectives?
- \* Count the cost
- \* Revise as needed
- \* Troubleshooting plans

## STAGE III: Implement the change

- \* Work the plan
- \* As things go wrong, implement your troubleshooting plans.

## STAGE IV: Evaluate

- \* Along the way
  - Are the steps getting you to your objectives?
  - Do your objectives still help you reach your goal?
- \* At the end
  - Did the goal have the desired effect?
  - Gather formal and informal feedback