

Objective – Actions – Tools – Skills – Motivation

Enthusiasm and motivation are key drivers of change but when they run out [and they will], action is much more likely to continue if you know what to expect. The Big Five are a set of questions that help prepare for the best environment for change. These are certainly not the only elements required, but they're enough to know if you've got a workable plan.

For instance, Ted wants to be considered for a Site Engineer position on the next construction project. He has the degree but not the experience, and his English is limited. Here's how the Big Five could prepare him to apply for the new role.

For Example

THE BIG FIVE	Example: Introduce New Policy
<p style="text-align: center;">OBJECTIVE</p> <p>What is it that Ted wants to make 'true'?</p> <p>Are all parties agreed on the expected result?</p>	<ul style="list-style-type: none"> <i>I want to be a Site Engineer. One who manages Subcontractors as per the design drawings and provides conformance documentation to the client</i>
<p style="text-align: center;">ACTIONS</p> <p>What workable steps will lead Ted from where he is to making the OBJECTIVE 'true'?</p> <p>Will the process work in the current climate?</p>	<ul style="list-style-type: none"> <i>Increase exposure to concrete pours; Complete quality documentation; Be involved in site decision making; Increase understanding of English construction terms</i>
<p style="text-align: center;">TOOLS</p> <p>Does Ted require additional tools to carry out the ACTIONS?</p> <p>Do they exist in the current environment?</p>	<ul style="list-style-type: none"> <i>Supervisor supports spending time on site; Other Engineers willing to advise; Senior Engineer supports my trialling concrete pours on my own</i>
<p style="text-align: center;">SKILLS</p> <p>Does Ted have the ability / knowledge to utilise the TOOLS effectively?</p> <p>What's the turn around time for training?</p>	<ul style="list-style-type: none"> <i>Need to increase verbal understanding of English in hard to hear places</i> <i>Could shadow other Engineers for the first few pours</i>
<p style="text-align: center;">MOTIVATION</p> <p>What is the value to Ted of making the OBJECTIVE 'true'?</p> <p>When is the new behaviour expected and what are the consequences for Ted of not following through?</p>	<ul style="list-style-type: none"> <i>Increased responsibility, increased salary</i> <i>Next intake is in two months</i> <i>Would remain as Engineering Assistant</i>

What CHANGE are you looking to implement in your life?

THE BIG FIVE	YOUR ANSWERS
<p style="text-align: center;">OBJECTIVE</p> <p>What is it that I want to make 'true'?</p> <p>Are all parties agreed on the expected result?</p>	
<p style="text-align: center;">ACTIONS</p> <p>What workable steps will lead me from where I am to making the OBJECTIVE 'true'?</p> <p>Will the process work in the current climate?</p>	
<p style="text-align: center;">TOOLS</p> <p>Are tools required to carry out the ACTIONS?</p> <p>Do they exist in the current environment?</p>	
<p style="text-align: center;">SKILLS</p> <p>Do I have the ability / knowledge to utilise the TOOLS effectively?</p> <p>What's the turn around time for training?</p>	
<p style="text-align: center;">MOTIVATION</p> <p>What is the value of making OBJECTIVE 'true'?</p> <p>When is the new behaviour expected and what are the consequences of not following through?</p>	

The following resources were accessed to help generate this info sheet:

No additional resources