



## Solutions focused action planning: scaling<sup>1</sup>

**Step One** Imagine that you have made the change that you want to make, and you are in the ideal future. Think about what you'll see, hear, smell, taste, feel, sense, say, and be doing. Form a picture of it in your mind: really feel your way into it. Describe it to yourself detail. You do not have to tell anyone - it can all be in your head if you like.

These instructions are written to the 'coach'.

**Step Two** Ask them: *On a scale of one to ten, where ten is the ideal future, and one is the exact opposite, where are you now?* Again, they do not have to tell you but they can if they like.

**Step Three** Coach your 'client' using future-focussed and positive questions. The suggestions below are examples of questions, not a script.

*What's helping you to reach that level already? What else? What else?*

*Who has helped you to get to where you are? What else can they do to help? Who else can help you?*

*What opportunities are there coming up that you can use?*

*What could you do which would take you a small step (say one point) higher on the scale?*

*What would be the first tiny signs of progress?*

*How would others know?*

*When and where does the ideal future happen already, even a little bit?*

*What happens to make that happen?*

*Of all the things you are doing to help, which would you say you are most pleased with?*

*How did you do that?*

*How did you know to do that?*

*What helped?*

*What did you learn from that?*

*What might you do differently, or more of, next time?*

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<sup>1</sup> Jackson and McKergow, Solutions Focus, in Walker / IEMA 2017, *Change Management for Sustainable Development*