

HELPFUL & UNHELPFUL APPROACHES TO TRANSFORMATION

STAGE SIX OF THE IMPACT MODEL: T FOR TRANSFORMATION

AIMS:

- Develop your knowledge and understanding of what transformation is
- Highlight the existence of helpful and unhelpful approaches to transformation
- Identify whether your current approach to transformation is helpful or unhelpful
- Show you how to establish a consistently helpful approach to your transformation.

THE
IMPACT
MODEL



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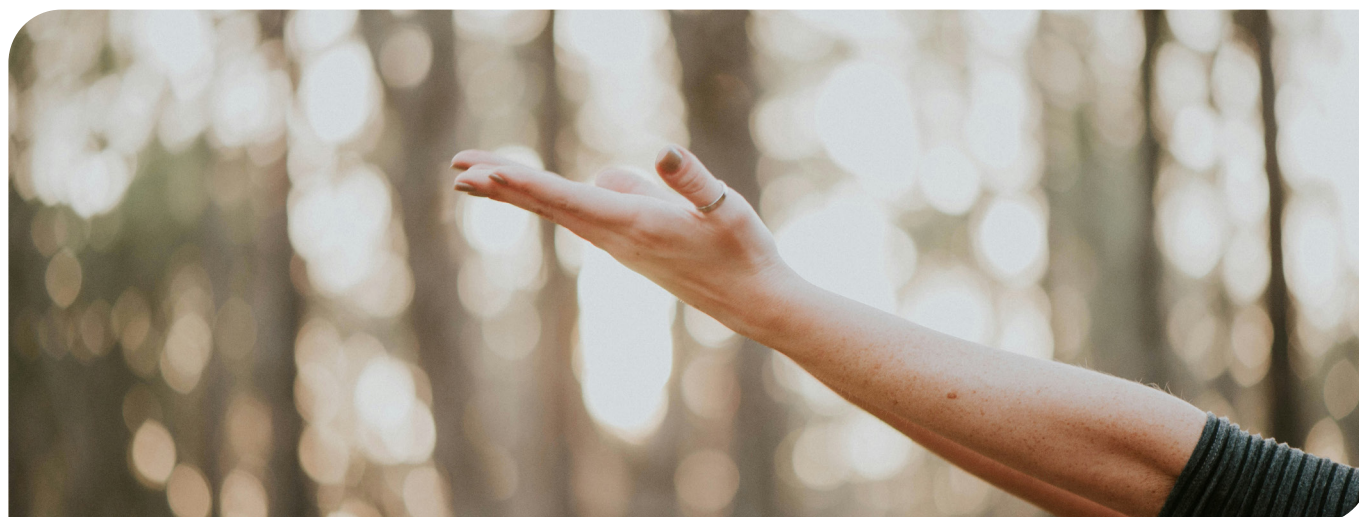
TRANSFORMATION

While the term transformation might not be one that you regularly think about or use, you will, perhaps, be more familiar with another name for it: the ageing process. That's right, transformation and the ageing process are the same, something we undergo 24/7. Now, we don't know about you, but this is one process we want to be in control of as much as possible.

Being in control of our transformation allows us to get the main areas of our lives (see box below) into the best shape possible. However, like driving a car or riding a bike, if we don't steer and direct our transformation, we can quickly run into trouble as the some or all of our areas suffer and deteriorate.

AREAS OF TRANSFORMATION

Yourself: identity, role and status; self-esteem and self-worth	Home and family life	Relationships – personal and professional
Work, career and professional development	Health	Wellbeing
Financial	Lifestyle	Social
Cultural	Environment	Past, present and future



HELPFUL AND UNHELPFUL APPROACHES

The first step to being in control of our transformation is knowing whether our existing approach to it is helpful or unhelpful. Without this knowledge and awareness, we will constantly be crashing our cars and falling off our bikes!

Luckily, helpful and unhelpful approaches to transformation are characterised by specific qualities and characteristics – ways of thinking, behaving, feeling and relating (to people, places and 'stuff') – making them identifiable and, therefore, easier to address. In the table below, we have listed the ways we come across most often. Look at the lists in the box and then do the activity underneath.

AN UNHELPFUL APPROACH TO TRANSFORMATION

- Impatience and the need for a 'quick fix'
- Unrealistic goals and expectations
- Perfectionism
- Limiting or false beliefs
- Procrastination, avoidance
- Self-sabotage
- Self-criticism
- A lack of knowledge, information and resources
- Poor knowledge, information and resources
- A lack of self-belief
- Poor or unsustainable motivation
- Too little or too much challenge
- The right goal but the wrong strategy
- Not enough support or the wrong type
- Difficult emotions such as stress, anxiety or depression
- Unhelpful mindsets e.g., fear of failure, risk-avoidant
- The wrong skills and abilities or the right ones that are poorly developed

A HELPFUL APPROACH TO TRANSFORMATION

- Acceptance and a commitment to doing what it takes
- Time and patience
- Positivity – towards oneself and from others
- Accurate beliefs
- Self-belief and trust in one's abilities
- Turning setbacks into opportunities
- Useful ideas, sound knowledge & effective resources
- The right skills and abilities, developed through practice and repetition
- Alignment of realistic goals with effective strategies
- The right type of support and encouragement
- The right level of challenge
- Positive emotions that help rather than hinder
- Sustainable level of motivation
- A resilient mindset e.g., adversity is a great teacher, sensible risk-taking.

ESTABLISHING A HELPFUL APPROACH TO TRANSFORMATION

STAGE ONE: YOUR CURRENT APPROACH

For each list, place a tick next to each quality or characteristic you recognise as belonging to your current approach to transformation. Use the box below to record your thoughts and observations e.g., if you have poor or unsustainable motivation, what might explain this? Or if you have the right level of challenge, how did you create it?

What did you discover? Were your instincts regarding your existing approach to transformation confirmed or disproven? Is your approach mainly helpful, unhelpful or a mix of the two?

ESTABLISHING A HELPFUL APPROACH TO TRANSFORMATION

STAGE TWO: ACHIEVING A HELPFUL APPROACH

Whatever you discover in stage one, the aim is to use the insights gained to ensure your approach becomes or remains as helpful as possible as often as possible. So, taking each helpful quality or characteristic, choose a number between 0 and 10 that captures how much of it you currently have.

As a rule:

- Scores of 7 or above indicate you are deficient or very deficient in a quality or characteristic and will need to find more as a matter of urgency
- Scores of 5 or 6 indicate you have some but not enough of a quality or characteristic and that you will need to find more of it soon
- Scores of 4 or below indicate you have enough or more than enough of a quality or characteristic that you can nurture or strengthen.

Use the box below to record your thoughts and observations.

ESTABLISHING A HELPFUL APPROACH TO TRANSFORMATION

STAGE THREE: FINDING MORE, KEEPING THE SAME

For qualities and characteristics you scored 5 or more, now choose second numbers that represent how much more of them you would like to possess e.g., if you gave yourself an 8 for 'a lack of self-belief' in Stage two, would you like that number to be a 3 or a 2?

For qualities and characteristics you scored 4 or below, ask yourself whether you would like to achieve even lower numbers or keep them the same e.g., if you gave yourself a 4 for 'the

right type of support and encouragement', would you like to lower it to a 2 or a 1 or can it stay where it is?

Use the box below to record your thoughts and observations e.g., if you need to find more of a quality or characteristic, can you find it by yourself or will you need the support of someone else? Or if you have enough of a quality or characteristic, how can you nurture and strengthen it?

What did you discover? Hopefully, you now have a helpful level of detail regarding your current approach to transformation and whether your focus needs to be on improving or strengthening it.

ESTABLISHING A HELPFUL APPROACH TO TRANSFORMATION

STAGE FOUR: AREAS OF TRANSFORMATION

The final task is to identify which area or areas of transformation you need to target with your new or improved Helpful Approach to Transformation. So, looking back at the Areas of Transformation box above, which areas need your focus and attention? If you are unsure where to start, you can use a 0-10 scale (10=an very poor shape, 0=very good shape) for this, too. As a general rule:

- Scores of 7 or more indicate areas that need tackling as a matter of priority
- Scores of 5 or 6 indicate areas that need tackling soon
- Scores of 4 or below indicate areas that can be tackled once priority areas have been addressed or even left alone entirely.

Use the box below to record your thoughts and observations e.g., can I transform my priority areas by myself and with my existing support network, or do I need someone new to talk to?