

TRANSFORMATION:

WHO, WHAT, WHERE, WHEN, WHY & HOW

STAGE SIX OF THE IMPACT MODEL: T FOR TRANSFORMATION

AIMS:

- Develop your understanding of transformation as an internal and an external process
- Improve your diagnostic powers regarding what, exactly, needs transforming
- Increase your transformational success rate because you know what you are doing.

THE
IMPACT
MODEL



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TRANSFORMATION

While we might appreciate the importance of personal and professional transformation, many of us struggle to define what it means usefully and practically, making progress towards it difficult. Our Who, What, Where, When, Why and How activity is designed to address this by helping you to clearly describe your transformation in a diagnostically accurate and detailed way so that you can:

- Explain it to yourself and others
- Deepen your understanding of what is and isn't going well for you
- Develop effective and targeted responses
- Create a repeatable, adaptable and flexible transformational blueprint.

Because the activity incorporates a broad range of internal e.g., thoughts, and external areas e.g., professional relationships, it can ensure that you end up with a comprehensive, working definition of and for your transformation that avoids the pitfalls of misdiagnosis and guesswork.

To get the most out of the activity, here are some suggestions for how to go about it:

- Look at Francesca's (one of our clients) completed table below for guidance.
- Do the activity more than once, with gaps in between, as it can take time to become helpfully aware of what transformation means to and for us.
- Do the activity by yourself and, if possible, with at least one trusted other.
- Appreciate your findings regardless of what you discover. It is much better to know about the state of our transformation than not know about it.



THE WHO, WHAT, WHERE, WHEN, WHY AND HOW ACTIVITY

STAGE ONE

Using a 0-10 scale (0=low priority, 10=high priority), choose a number in the table below for each internal and external area that captures its significance for your transformation. Questions to ask regarding each area include:

- Will it spell trouble for me if I leave it alone?
- Will it be good for me if I nurture and strengthen it?

As a general rule:

- Scores of 7 or above indicate areas of transformation that need your immediate attention
- Scores of 5 or 6 indicate areas of transformation that need your attention soon
- Scores of 4 or below indicate areas of transformation that need little or no attention other than to keep them in good shape.

YOUR INTERNAL REALITY	SCORE	YOUR EXTERNAL REALITY	SCORE
Identity, role and status (personal and professional)		Identity, role and status (personal and professional)	
Thoughts, behaviours and emotions		Home and family	
Self-talk, inner dialogue		Work, job, career, employer, sector	
Relationships with, beliefs about and perceptions of the external world (people, places and 'stuff')		Wider personal and professional support networks and the conversations you have with them	

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STAGE ONE

YOUR INTERNAL REALITY	SCORE	YOUR EXTERNAL REALITY	SCORE
Mental, physical and psychological health and wellbeing		Academic and professional qualifications, skills, training, knowledge and experience	
Past, present and future focus and attention		Lifestyle	
Memories		Social and cultural factors	
Sensory experiences and phenomena		Environment	
Skills and abilities, strengths and resources		The relationship the external world has with you and how it perceives who you are, what you do and the life you lead	
Values i.e., what is important to us			
Social and cultural influences			

What did you discover? Did you confirm what you already knew? Or did you surprise yourself? What was the balance between internal and external areas? Record your thoughts below.

We hope you can see why being precise about your areas is essential for getting or keeping your transformation on track.

STAGE TWO: BUILDING YOUR CATEGORIES

Taking your priority areas from stage one, assign them to the categories below. For guidance, look at the completed table from our client, Francesca and some notes she made about the internal and external areas she wanted to transform, then complete the blank table underneath.

	INTERNAL AREAS	EXTERNAL AREAS
Who. In addition to ourselves, there will be those who are transformed by our transformation, people we know personally and professionally, socially and culturally.	Identity, role and status (personal and professional). "I see myself as subservient, there to help others, not myself. I need to be less of a people-pleaser."	Identity, role and status (personal and professional). "My role is not equal to my ability and experience. I want a role that reflects what I have to offer." Home and family "I want my transformation to inspire my children and be a role model. My husband will be transformed, too, as he wants nothing more than for me to be happier in myself."
What. This is a broad category made up of the internal and external realities listed in the table above.	Thoughts, behaviours and emotions "Far too negative. I want to think, behave and feel more positively." Self-talk, inner dialogue "I hate how I talk to myself. I want to develop a different way of talking to and about myself – more positive."	Social and cultural factors "I need to be busier, more active with hobbies and interests. I used to do stuff."
Where. Transformation can happen inside and outside of us and at home, at work, and in the social spaces we spend time in	Mental, physical and psychological health and wellbeing "I feel rubbish inside. I feel down and depressed. I want to lift my mood, to feel happiness, joy and be at peace."	Home and family "I want to walk in my front door and actually feel at home, not like a stranger." Environment "I want to work somewhere else. I'm sick of commuting. Need to be nearer to home. Might need to move? We could even move abroad???"

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STAGE TWO: BUILDING YOUR CATEGORIES

	INTERNAL AREAS	EXTERNAL AREAS
When. Transformation can happen at any time, of course, but commonly when it is in response to adversity, triggered by personal and professional development, and when we transition between significant life stages, such as education into work, single to shared lives.	"All of the above needs to start now, immediately."	"The above can wait while I sort my internal world out. However, I see myself changing role/job in the next 6 months. I could start looking for more social and cultural opportunities immediately, even if I decide to delay while I build my confidence."
Why. Sometimes because we want to transform ourselves and our lives, and sometimes because, we have to. The context of our lives can determine the 'why', such as a desire to achieve specific outcomes or overcome adversity.	"Because I have to. Because I want to. For myself, my children and my husband."	"Because I don't want to look back with regrets that I didn't do myself justice personally at home and professionally at work."
How. Transformation can be a solo or collective endeavour with minimal or significant resourcing. It can be structured and deliberate or allowed to occur more freely.	"I need professional support. My family and friends are amazing and supportive, but I can't put this on them."	"Same as internal – with professional support and encouragement."



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STAGE TWO: BUILDING YOUR CATEGORIES

We hope you now have a detailed picture of your transformation: what it looks like now and an emerging idea of what you would like it to look like on completion.

What did you discover?

Depending on your starting point i.e., how well or otherwise you understood the current state of your personal and professional transformation, what did you gain from the activity? Were initial suspicions confirmed, or were you surprised by your discoveries? What next steps will you take to complete this stage of your transformation? Record your thoughts below.