

Beginnings: Hope/Future

Bring people out of neutral zone and facilitate new beginnings	Things to watch out for:	Checklist of Possible Actions:
<p>Fine tune the picture and plans</p> <p>Facilitate understanding of new attitudes and behaviors needed to make change work</p> <p>Focusing on the future and vision</p> <p>Rebuild Trust</p> <p>Communicate, celebrate and symbolize new identity</p>	<p>Release of new energy in a new direction: expressions of the new identity! (positive)</p> <p>Purposes are critical to New Beginnings but they can be abstract: make sure to communicate a picture that conveys what people will experience that is different?</p> <p>Make sure you are modeling the changes you wish to see in others</p> <p>Be consistent in your messages and actions</p> <p>Build confidence by ensuring quick successes</p>	<p>Provide the Four P's:</p> <ol style="list-style-type: none"> 1. Purpose behind the outcome you seek Paint picture of how outcome will look and feel Lay out a step-by-step plan so people have clear idea of how they can get to where they need to go Give each person a part to play in both the plan and the outcome <p>Reward people in financial and non-financial ways for becoming the new people you want them to become</p> <p>Celebrate success!</p>