

## SCALING TOOL

1 2 3 4 5 6 7 8 9 10

### 1. GOAL: What's the goal you would like to work on?

Imagine your desired state is 10.

Identify what you want to achieve, make a list of what you want to achieve.

Describe what a score of 10 looks like.

How would you feel?

What behaviour change would that bring?

### 2. REALITY: What is your current position?

What is your current number in relation to achieving your score of 10?

Now move to 0.

How did you manage to get from 0 to your current position?

Think about past successes.

What is already working for you?

What skills/knowledge do you have?

What has helped you get this far?

Think about your past success, is there any learning that you could bring to your current position to help?

### 3. OPTIONS: How could you move forward?

Moving from where you are now, has there been a time when you have been higher?

What did you do to get there?

What was different then versus now?

If you looked towards your preferred goal at 10, and where you are now, look at the gap.

Does it have to be 10? What number would be good enough for you?

Could you use that experience to help you now?

Using the list that you created for your goal score of 10, what could you take out?

### 4. WILL: How will you move forward to a higher number?

Come back to look at your current position on the scale.

What is the first step you will take?

Taking a baby step, where would it take you?

What will be the first sign of progress? Who will notice you have achieved the step?

What skills will you need?

Is there someone or something (e.g. resources) that can help you?

When would you take that first step?

Can you make it specific?

What will be the follow-on steps you will take?

Which date will you complete it?

Write down and document your planned actions.