

## Well Formed Outcomes – how to increase your chance of success

Outcomes go beyond goals; they are the reason for them.

Goals often give an illusion of purposefulness and sometimes the achievement of a goal does not result in the achievement of an outcome.

Goals can be refined, reset and redefined.

An outcome needs to be well-formed in order to be achievable, and the well-formed conditions below cover different aspects of a well-formed outcome

### 1. What do you want?

Establishing what you want needs to be stated in the positive. I.e. Knowing what you *don't* want is not the same as knowing what you *do* want. Knowing what you don't want causes you to move away from a negative, whilst knowing what you do want forces you to think and move towards a positive.

### 2. How will you know when you've got it?

What evidence will you have to tell you that you have been successful? Defining this in sensory terms – what you can see, hear, touch, smell, taste – makes an outcome real. Sensory based evidence makes an outcome compelling. How will you look, sound and feel? What will other people notice about you? How will you sound to them? What will others say when they see you having got what you want?

### 3. Can you start and maintain the process?

What resources do you already have?

At a personal level, change happens from within and our behaviour is under our control.

What is the first step?

How will you know when you are halfway there? What is the next step after that?

### 4. What are the positive by-products of your present behaviour?

What are you doing that is already working?

You are already doing things that work, so what will you keep, and what will you stop?

In order to get what you want, you may have to stop some things, and start others.

What will you gain, and what will you lose when you get what you want?

### 5. Do you have all the resources to get what you need?

What internal resources do you have, and what might you need? Who else could be involved? What external resources do you need?

### 6. Does what you want fit with your sense of self?

Does this make you feel congruent? Does this fit with your purpose? Is this really you?