

Forces at Work

Based on these critical questions, consider the forces in your team's favor and those working against you. Then, create a to-do list of next steps.

Critical Questions to Consider	Forces in Our Favor	Forces Working Against Us	Next Steps to Effectively Address These Questions
How will we provide a compelling case for change? <input type="checkbox"/> Quantitative evidence <input type="checkbox"/> Qualitative evidence			
What must we do differently? How doable is our plan? <input type="checkbox"/> Clarity of changes needed <input type="checkbox"/> Skills and resources needed to support change			
How do we know these changes will work? <input type="checkbox"/> Research <input type="checkbox"/> Experience			
What concerns do we expect, especially from staff members who are traditionally against change? <input type="checkbox"/> Staff concerns <input type="checkbox"/> Leadership response			
What is the best setting or structure for the conversations needed to create consensus? <input type="checkbox"/> Meetings <input type="checkbox"/> Clear norms			
How will we know if we have reached consensus? <input type="checkbox"/> Evidence of consensus <input type="checkbox"/> Implementation			