

## Creating well formed outcomes

People who regularly achieve their desired expectations for their future express themselves in terms of what they **DO** want as opposed to what they **DON'T** want. They really think about what the future could hold.

For example someone who expresses their goals as wanting to have an interesting and successful career is more likely to be successful than someone who says they don't want to lose their job/leave their organisation. This is what we call 'future focussed' as opposed to 'past focussed'. It feels better because it helps manage the future and what it could be rather than letting it just happen and being disappointed.

Someone who has a well defined outcome is likely to have thought about how they will know when they achieve it. They will have expressed this in each of their senses. For example "I will feel myself to have marketable skills, I will see myself moving easily between jobs".

### Activity



**Check your thinking** - how do you focus on the problem?

Ask yourself. "Do I".....

- ▶ Describe the problem/difficulty?
- ▶ Explore the causes/effects?
- ▶ Refer to other similar situations?
- ▶ Feel or express emotion?
- ▶ Generate possible solutions?
- ▶ Evaluate possible solutions?
- ▶ Focus on outcome orientated thinking.....?
- ▶ Describe the desired result positively?
- ▶ Specify how you would know you had achieved the result?
- ▶ State its purpose/worth?
- ▶ Check that the result is self maintained?
- ▶ Describe the resources you would need to achieve it?
- ▶ Focus on the action steps?

What are your answers? What has it told you about how you work, think, analyse a problem?