

**EVOLUTIONARY ACTION PLAN QUESTIONS**

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**Situation**

What do I see happening?  
 What do others see happening?  
 What events or people activated this situation?

**Responsibility**

How have I contributed to what has happened?  
 What role did I play?  
 What role could I have played?

**Consequences**

What is likely to happen if I do nothing?  
 What is the best possible outcome if I do act?  
 What is blocking me from moving forward?

**Goals**

What goal do I want to accomplish?  
 How can I make these goals *Smarter* (refer to the *SMARTER* goal planning worksheet next page)?

**Changes**

What old stories/habits/Gremlins do I need to silence, change or eliminate?  
 What new paths do I need to travel?

**Measurements**

How will I know when I have reached my goals? How will others know?

**Action Plan**

What strategies, activities or assignments can I undertake to reach this goal?  
 Who can I call on to review and advise me on my action plan?

**Resources**

What personal strengths and talents can I draw upon to sustain forward progress?  
 Who can I ask to be my accountability and support partners?

**Cautions**

From what pitfalls or obstacles do I need to protect myself that might interfere, distract or disrupt my progress?

**Timeline**

What is a realistic schedule that I can commit to, and that will allow me to reach this goal?

Adapted from seminar material by Kenton R. Hill, Ed.D, CMC KRH Consulting.