

# The Hero's Sherpa

## Powerful Questions: Plan the Change Journey<sup>1</sup>

### Your Client's Planning Experience

- How comfortable do you feel in planning for this journey?
- What most excites you about this planning?
- What most concerns you?
- What would be most useful for you as you plan for your change journey?
- If there was a continuum with "Just do it" on one end, and "Dot every 'i,' cross every 't'" at the other end, where on the continuum would you place yourself?

### General Planning Questions

- What is it that you really want to accomplish during this journey?
- Whose support do you need to accomplish this?
- How will you gain that support?
- How do you want to address your resource gaps?
- What is your timeframe?
- What are your key milestones – those markers or accomplishments that will tell you that you are truly making progress, not just keeping busy?
- What will you celebrate?
- How will you celebrate?
- What are key tasks/projects that will have to be completed?

### Doing and Being Questions

- Who are you right now in relationship to this change?
- How does who you are being now have to change?
- How do you know that you are making progress toward being who you need to be in the future?
- How will you ensure that you are continuing to use, and work with, your anchors as needed while moving forward?
- What would it be like for you if you kept a journal for tracking your progress? (Note: Encourage each client to think of "journaling" through their own unique lens. It may be writing. But it may also be drawing or doodling or creating a series of vision boards or writing music or playing and recording music, or...)

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<sup>1</sup> These questions are intended as examples. They may or may not be appropriate in a specific situation.