

# Is Change Your Destination? Drop 5 Question Pins

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Lately, I've found myself challenging many current beliefs and educational practices that have been considered sufficient for many years. It can be scary to travel through the change process, but I discovered five landmarks to visit during the trip to Change. To ensure I spend time at all essential locations, I drop a question-pin for each of the five places on my conversation map. These questions help me navigate collaborative meetings with colleagues and leadership teams to ensure a safe arrival to our desired location. It's simple, yet incredibly powerful.

## 1.) Where are we right now?

- What is our picture of current reality?
- One might use data to determine the current status. (*Ex: academic or perception survey data*)

## 2.) Where are we going?

- What's our goal?

## 3.) How will we get there?

- Use the data above to brainstorm action steps and benchmarks to reach the goal.
- Delegate responsibilities and provide clear checkpoints for accomplishing the tasks.

## 4.) How will we know we "arrived"?

- How might you describe how the "end-result" looks, sounds, and feels?
- Spell this out in detail and visualize a clear picture of the vision in action.

## 5.) How will we sustain focus and momentum?

- To continue forward momentum, when we arrive at question number five, I find myself back at question number one. "Where are we NOW?" At this point, the cycle continues. If we are always growing and moving forward, I can't imagine ever truly "staying" at any given place for too long.

By dropping these five question-pins on my conversation map, I have successfully traveled through monumental milestones to arrive at our destination—Change. It's straightforward yet profound.

*\*I have also found this process helpful when setting personal and professional goals*