

IDA CHANGE GUIDE

SHORT-TERM EVALUATION 1/3

PERSONAL CHANGE SESSION 4

AIM

To keep up the momentum and enthusiasm for your change process, we recommend that you conduct short evaluation sessions at regular intervals. Below are two exercises that will help you assess your progress with your action steps and the overall change you want to create.

DURATION

Session: 45 minutes

PREPARATION:

- Go over your list of action steps from Session 3 and the time frame you have selected.
- Print out a copy of the [Ida Triangle tool](#).

Exercise 1: Re-Engage with the process

In this exercise, you will re-engage with the process and the appreciative way of making change.

- Remember the visions you created in Session 3, Exercise 3 about what your daily practice would be like once you have implemented the action steps.
- Think about a recent experience when you successfully took a step towards one or more of these visions that you feel proud of. Write it in the box below.

A recent experience when I successfully took a step towards one or more of my visions that I feel really proud of:

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SHORT-TERM EVALUATION 2/3

Write down the factors that contributed to your success and the hindrances that you had to overcome, and the resources, skills and methods that helped you overcome them.

Which factors contributed to my success?

Which hindrances needed to be overcome?

Which resources, skills and methods helped me overcome them?

Outcome:

- Reliving positive experiences with the change process increases your personal motivation for it. This helps create sustainable change.

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SHORT-TERM EVALUATION 3/3

Exercise 2: Ida Triangle tool

Evaluate your change progress using the Ida Triangle tool:

- Fill in a copy of the Ida Triangle tool by following the instructions provided.
- Reflect on what has helped or hindered you while using the chosen Ida tool.
- Focus on the helps and imagine ways you can work on bolstering these aspects in your daily practice.
- Under “Actions”, write down the steps you can take between now and your next evaluation to further improve your use of the tool with patients.

Outcome:

- A list of concrete steps you can take that will support your efforts to implement the Ida tools in your daily practice and can be used to assess your progress next time you use the Triangle tool exercise.