

IDA CHANGE GUIDE

LONG-TERM EVALUATION 1/3

PERSONAL CHANGE SESSION 5

AIM

In addition to reviewing your progress with the individual action steps on a weekly or fortnightly basis, we recommend that you follow the progress you make in relation to your overall change process. The two exercises below will help you do this. We recommend that you evaluate your long-term progress every six months.

DURATION

Session: 1 hour

PREPARATION

- Find the last survey you completed using the [Ida Spiderweb Tool](#) (it is saved in your My Ida Member Profile on the Ida Institute website) and prepare to do another survey using the same 5-8 focus points.

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 will 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 really proud of. Write these down 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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Exercise 2: Evaluate long-term change goals

In this exercise, you will carry out another survey using the Ida Spiderweb Tool so that you can evaluate the current status of your change process. By using the exact same focus points as last time, you will be able to see what has changed since you began implementing your action steps and what your current status is.

- Revisit the previously generated **Ida Spiderweb Tool** result (stored in your My Ida Member Profile).
- Complete the survey again using the same 5-8 focus points as before.

Look at the two diagrams and consider the differences between the two sets of results. Now answer these two questions in the box below:

What do the two sets of results tell me about the current status of my change progress?

What has changed since the last survey?

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Now think about how you will continue your change journey from here:

- Are you happy with the change that has occurred? If so, think about which steps you can take to sustain this and write them down below.
- If you would like to continue your change process, think about the steps you need to take to move forward with each of the focus points and write them down below.

Steps I can take to sustain my change:

Steps I can take to move forward with each of the focus points:

Outcome:

- An overview of the current status of your change process, which you can use to assess your progress and decide if you want to alter anything.
- Concrete steps you need in order to sustain your change or take it even further.