

Scaling Tool

Uncovering your hidden strengths and resources

Step 1: Introducing the tool: The Scaling Tool is designed to help you focus on your desired change, recognise your skills, and clarify actionable steps. Imagine a scale from 1 to 10, with 1 being the furthest away from your desired change and with 10 describing where you would ideally like to be



Step 2: Your current position on the scale:

When you think about the change you want to make,
where would you place yourself on the scale now?

Step 3: The resources and actions that are helping keep you at this level:

What are you currently doing that puts you on that step? What helps prevent you being lower down on the scale? Spend plenty of time really digging into these questions.

Step 4: Your past experiences:

Was there a time you were higher on the scale? What was different then? What were you doing? How were you thinking differently? Give yourself plenty of time to recollect those old resources and skills.

Step 5: Actions that will help you move (possibly just one step) up the scale:

Where would you like to be on this scale? Imagine yourself at that point. If it is difficult to imagine this, just imagine you were one step higher. What would you be doing differently? How would you be thinking differently? What would other people see you doing? Again, allow yourself time on this step.