

**2018 Behavioral and Mental Health Stakeholder Meeting:
“Preparing Future Pediatricians to Meet the Behavioral and Mental Health
Needs of Children”**

Commitment to Change Worksheet

Project Leadership Names: _____

What are you committing to change at your organization and/or as an individual over the next 6 months?

“I am organizing (WHO – leadership & constituency) at (WHERE) to do (WHAT – measurable aim) by (HOW – tactics) because (WHY – motivating vision) by (WHEN – timeline).”

Six Strategic Questions to Consider While Making these Decisions:

1. **Motivating Vision:** What is the urgent challenge you are choosing to address? What is your hopeful vision of the future? How will your project move you one step closer to this vision?
2. **Theory of Change:** What is your project's theory of change? (If we do X, Y will happen).
3. **People:** Who are your people? What stakeholders have an interest in your project? Who will be members of your leadership team? How will you grow new leaders? How will you manage naysayers?
4. **Assets:** What assets (resources, skills, talents, and experiences) do your stakeholders and leaders bring? How can you turn your collective assets into what you need to achieve your measurable aim?
5. **Measurable Aim:** What is the strategic objective on which you will focus your energy — a clear, measurable aim to which you can commit?

An effective aim has the following qualities:

- **Single strategic aim** — choose a single aim and focus all resources strategically on achieving it (even if different stakeholders contribute different resources and employ different tactics)
 - **Motivational force** — the aim connects with the heart and motivates people to act
 - **Leverage point** — the aim focuses on a place within a complex system where “a small shift in one thing can produce big changes in everything”
 - **Momentum building** — the aim allows you to pursue short-term wins within a longer-term, sustained effort
 - **Measurable** — you can easily determine and describe the aim's impact
 - **Visible, clear** — you can easily discern whether you are succeeding or failing, so that you can learn and improve
 - **Concrete** — the aim allows you to begin to act now and has a foreseeable end point that creates urgency to act
6. **Tactics & Timeline:** What are your tactics? By when will you kick off the project? When will you evaluate your project? After it ends, what's next in building towards your long-term vision?