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**?