

## WELL FORMED-OUTCOMES PROCESS (WFCO)

NLP inserts a reality check into the process of setting goals. This ensures that any changes you make to one part of yourself or your environment do not disrupt the larger systems of self and relationships. This process is called 'conducting an ecology check.' The concept of ecology underpins all NLP change work. Remember that ecology is "the study of the effects of individual actions on the larger system" (Braunstein 2003). Remember that any change you are planning needs to be put into a bigger picture context. So, before setting out to achieve a goal you should always consider

- Whether this goal clashes with any other priorities in your life
- Any circumstances in which you might not want to achieve the goal
- How achieving the goal will impact on your relationships
- Whether the goal is one you want for yourself, or whether it is a goal someone else thinks you should strive towards

Use this planner sheet to design your well-formed outcomes, whenever you need to design an action plan or strategy. You can use it in combination with SMART goal setting, if desired.

### STEP 1: STATE YOUR DESIRED OUTCOME IN THE POSITIVE

What, specifically, do you want?

### STEP 2: CREATE A FULL SENSORY DESCRIPTION OF THE OUTCOME

What will you see, hear and feel when you obtain your desired outcome?

### STEP 3: CHECK THAT THE OUTCOME IS YOUR OWN

Is the outcome for you or for someone else?

Can you achieve it for yourself, or do you need the support of others?

### STEP 4: DEFINE HOW YOU WILL KNOW YOU'VE SUCCEEDED

How will you know when you've achieved your outcome?

What evidence of success will you obtain?

### **STEP 5: CHECK THE BIG PICTURE CONSEQUENCES OF SUCCESS**

What will the outcome get for you?

Why do you want it?

In which specific circumstances do you want to experience this outcome?

When?

### **STEP 6: CONDUCT A RIPPLE EFFECT CHECK**

Are there any contexts in your life where having this outcome will not be desirable?

What can you do to make sure these contexts are taken into account?

### **STEP 7: LIST THE RESOURCES REQUIRED TO OBTAIN THE OUTCOME**

What resources do you have?

What (mental and physical) resources will you need to acquire?

How will you obtain them?

What limiting beliefs have you held in the past which have stopped you achieving your desired outcome?

How can those same beliefs support you now?

### **STEP 8: IDENTIFY AN ACHIEVABLE FIRST STEP**

What steps do you need to take to obtain your desired outcome?

Which step will you take first?

When will you take the first step?