

# 5 STAGES OF CHANGE

## 1 GETTING CLEAR

Implement ePortfolios into all grades in 3rd through 12th at the start of the first year of implementing "An ePortfolio Revolution."



## LAUNCH 2

- Focus initial energy on implementing the plan and modeling desired behavior.
- Identify team motivations to help move the middle.
- Think about your most engaged (Models), those who lack focus/knowledge (Potentials), and those with the negative attitudes (Resisters)

## ADOPTION

### 3

- Focus of the process and be patient!
- Make commitments to impact the lead measures.
- Hold each other accountable and update the scoreboard weekly.
- Clear the path for resisters. After implementation make adjustments as needed to lag and lead measures.



## OPTIMIZATION

### 4

- Track Progress and make adjustments as needed
- Encourage creativity, teamwork & helping others
- Recognize team members who fulfill their daily requirements & lead measures
- Celebrate success made towards the lead measures and the WIG!



## 5 HABITS

- Celebrate reaching our WIG and making new practices the norm.
- Set New Goals and brainstorm new ideas for a new WIG by using the 4DX model.