

Plan for **change**
with a
Think-Do-Feel
Table

Planning a
presentation

Planning a
training session

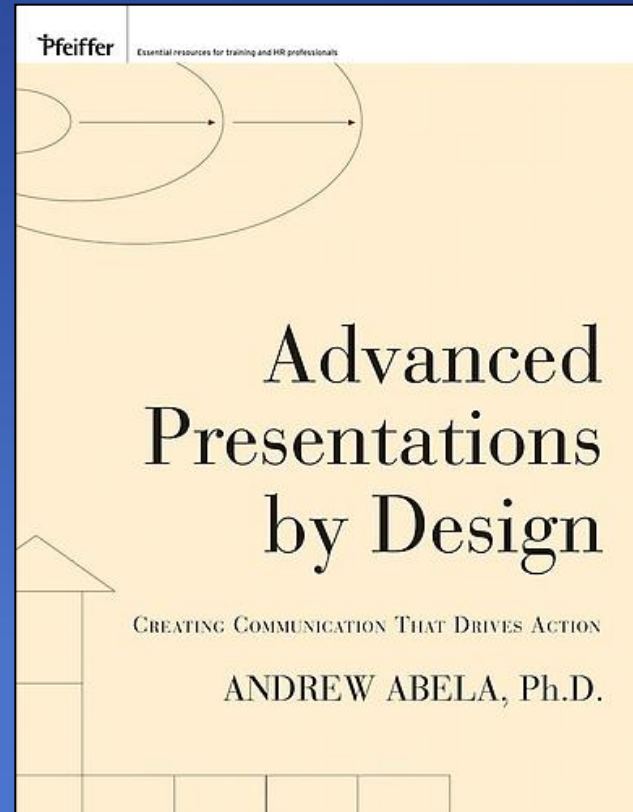
A submission
or request

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Adapted and expanded from:



There are two parts to **changing performance**

Your goal

What changes in performance are required – learning objectives



Your learner

What do they think and feel about this topic and the training?

What do they currently do? What changes do you want?

The Think-do-feel table helps you to analyse your learners

Identify changes

you want to occur as a result of your session

What is the current status?
and where do we want them to be?



Now

After

Think

Do

Feel

How do you capture these ideas to aid in your planning?

Create a **Think-do-feel** table



Now

	Think	
	Do	
	Feel	

After

Use a **Think-Do-Feel Table** to focus your planning on change in your learners



	Now	After
Think	What do people think about this topic now?	What do you want them to think?
Do	What, if anything, do they people do now?	What do you want them to do?
Feel	How do people feel about this training?	How do you want them to feel?

Your students may have **multiple starting points**

Some (of many) possible examples

	Now*	After
Think	<ul style="list-style-type: none"> • I don't know how to do this • I think I can do this (but I can't) • It's difficult, an art • I've always done it this way • This isn't relevant for me 	<ul style="list-style-type: none"> • These ideas will help me in my work • There is a systematic approach • I can master this
Do	<ul style="list-style-type: none"> • Nothing • Do the wrong thing** • Do it the wrong way • Do it but could improve 	<ul style="list-style-type: none"> • Apply the ideas – knowledge, procedures, decision making
Feel	<ul style="list-style-type: none"> • No strong feelings • Disengaged • Apprehensive • Resistant to change • Strongly opposed • Enthusiastic • Overwhelmed 	<ul style="list-style-type: none"> • Motivated, keen to become proficient • Confident • Excited/enthusiastic • Supported

* Different learners may have different starting points

** It is very difficult to unlearn something

Example: This session – Planning for change

	Now*	After
Think	<ul style="list-style-type: none">• Teaching and presentations should concentrate on content• I don't know how to plan for change	<ul style="list-style-type: none">• These ideas will help me in my planning• There is a useful, systematic approach
Do	<ul style="list-style-type: none">• Don't consider changes when planning• Consider changes but don't have a systematic process	<ul style="list-style-type: none">• Apply the think-do-feel table when planning training and presentations
Feel	<ul style="list-style-type: none">• No strong feelings• Frustrated that my sessions aren't as effective as I would like	<ul style="list-style-type: none">• Keen to try• I'm not sure if this works but I'll give it a try

* Different learners may have different starting points

Apply the Think-Do-Feel Table to work out how to bring about the change

	Now	After
Think	What do people think about this topic now?	What do you want them to think?
Do	What, if anything, they people do now?	What do you want them to do?
Feel	How do people feel about this training?	How do you want them to feel?

Why do they think, act and feel this way?

What would make them change?

What is stopping them?

How we can bring about the change

Why do they think and act this way?

- That's the way they have always seen it done
- It's a new idea
- They don't understand the need (or context)
- It will mean more work for them
- They tried it once and it didn't work

What would make them change? (What's in it for them?)

- Plenty of examples
- A structured workshop to gain experience
- Understanding the context or why it's needed



Please share your table

	Now	After
Think		
Do		
Feel		

Please share your table with the group and let us know if you find this to be a useful tool.

Why do they think and act this way? _____

What would make them change? _____

(What's in it for them?)

What is stopping them from changing? _____

See the accompanying Examples PowerPoint and Word document