

Readiness for Change Rulers: Using a Scale of 1 to 10 Ten is “Raring to Go”---- Zero is “Not Ready to Go”

Once a client has declared their goal or has scheduled their action steps, it is a good time to ask the *Readiness for Change Ruler* questions. Using a 1-to-10 scale (10 being the highest), the person is asked to measure his or her confidence level for being able to successfully take action on achieving their goal.

You may not need to use the *Readiness Rulers* every time you are discussing a person’s goals or action steps. However it is a quick and effective “reality check” coaching tool for assessing the person’s potential for success or failure.

These questions help the person to assess and determine *the ready* or the *not ready* aspects of their life, in regards to taking actions towards their goal. This provides awareness and information for both the coach and the client. Together, with this insight, they can develop strategies and steps which will support the client to be more ready, and therefore more capable of succeeding.

You can frame the *Readiness for Change Rulers* questions in a variety of ways. For example:

- 1. *On a scale of 1–10, how confident are you that you will be successful in achieving your goal?***
- 2. *“I invite you to take a moment to pause and become aware of your life right now. Consider the amount of energy and time demands there are currently in your work and in your personal life; including relationships, family, home, self care, health, finances, and all aspects of your life.”
“Now, taking your whole life into consideration...on a scale of 1-10, how confident are you that you will be able to accomplish your goal or action step?”***
- 3. If the person rated readiness below a ” 7” the next question might be:
“*What might be preventing you from being at an 8 or 9?*”**
- 4. Or another way to ask the same question: If the person gave themselves a “6”, you might ask: “*What might you do or what might you need to raise this to a 8 or 9?*”**

Readiness For Change: Susan's Example

Susan had the goal of losing 50 pounds. In her Readiness for Change, using a scale of 1-10 (10 being the highest), Susan scored her confidence level at a "4" at being successful in accomplishing her goal to change her diet. She found she was **not ready** to work on her **diet** and felt very discouraged because she really wanted to lose weight.

In her coaching session, Susan was reminded that there are several aspects of life that could support her weight loss goal. So she decided to focus on another area, **Exercise** (in which she scored "7" in readiness), where she was **more ready** to change.

With her coach, Susan created a *realistic* plan of taking a vigorous walk with her dog 4 times a week for 20 minutes. She found that she enjoyed being outdoors with her dog and this also helped her to reduce her stress, which had often led to her overeating. Another benefit of Susan's walking exercise is it increased her metabolism.

She also decided to also take small steps in the areas of **Play and Creativity**. By spending time enjoying her creative activities, Susan found that she was eating less. Susan was not mindlessly snacking on high calorie foods, such as potato chips and ice cream, in front of the television.

Without focusing on her diet, Susan lost 10 pounds in three months and did not feel deprived by a strict diet. Susan felt more confident with this success, and she was enjoying her life much more.

Because of this success, six months later, Susan was ready to make some realistic changes in her diet, and continued to meet her goal of losing the remaining weight. Within a year she lost all 50 pounds and created a new, energized life.

It is more effective to work in areas that you are *ready* and able to change. Since one aspect of our life affects the whole, having success in one area can translate to success in another area.