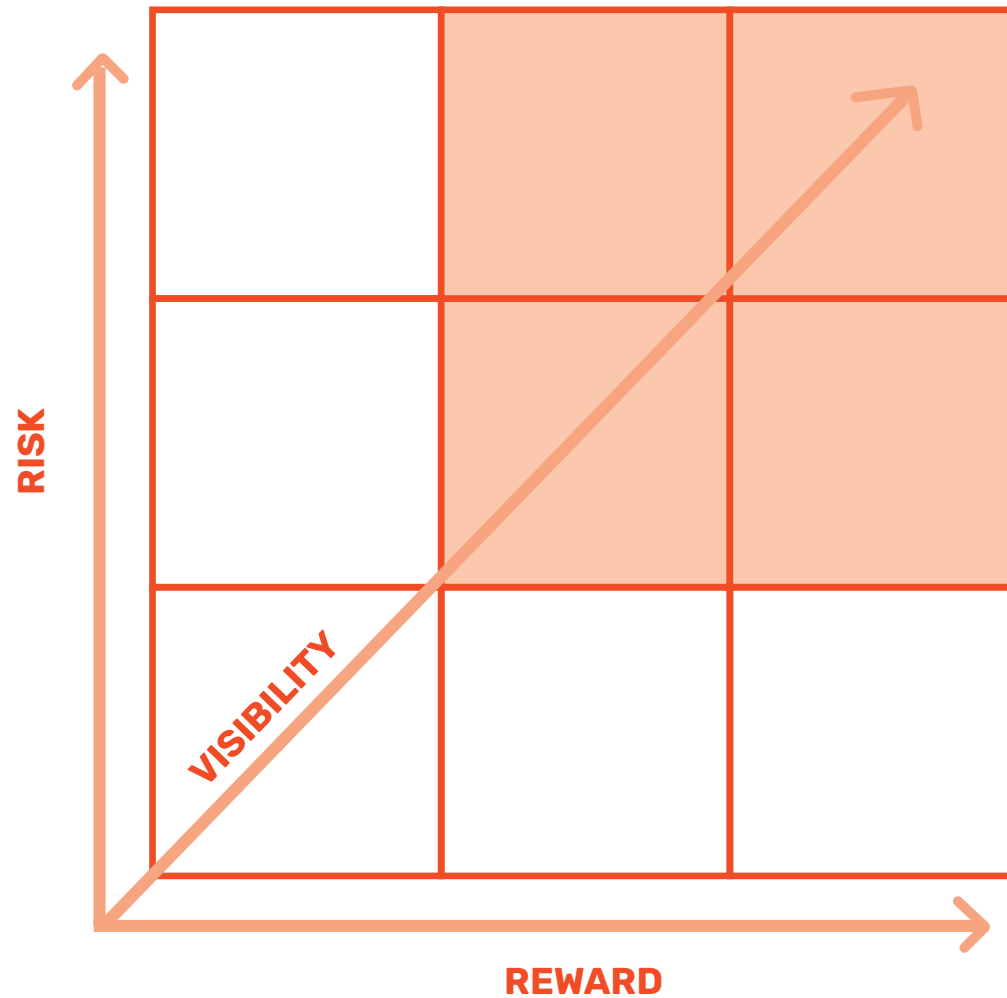
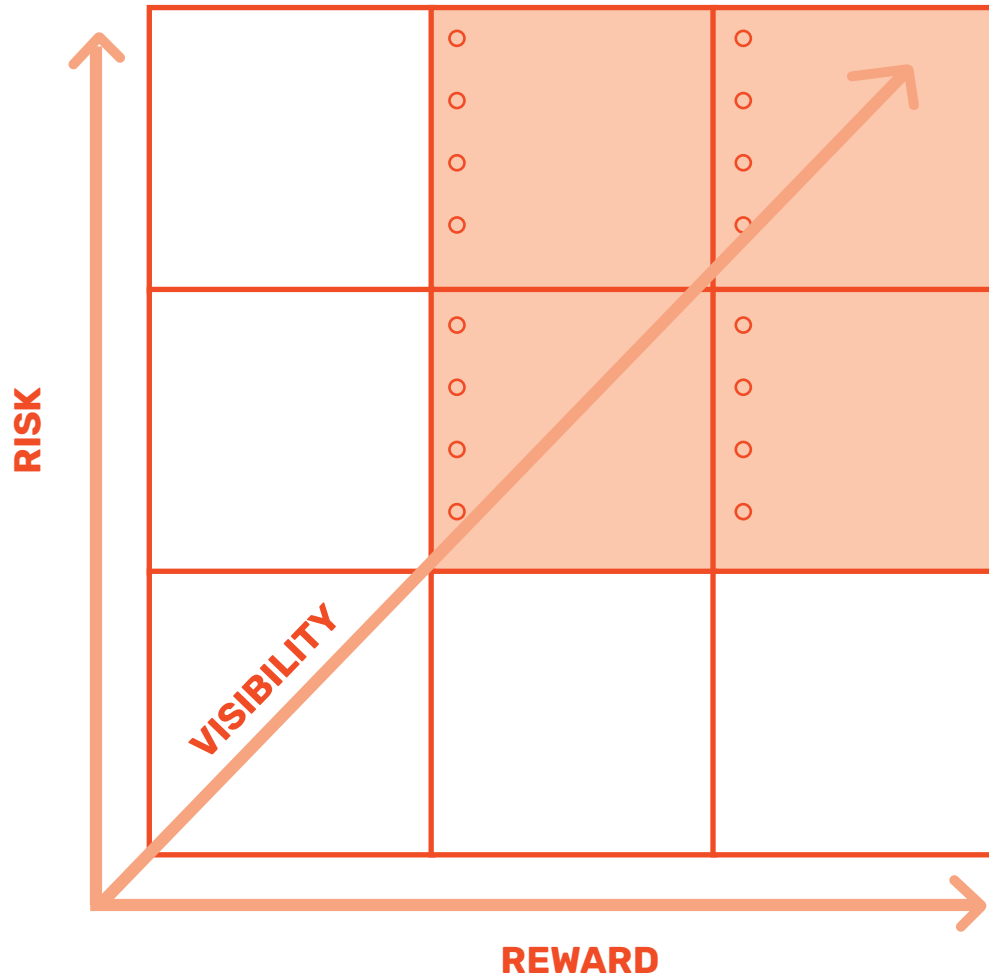


CREATING VISIBLE WINS DURING CHANGE



YOUR WINS DURING CHANGE



First, determine the risk. Is it a high-risk, low-risk, or somewhere in between?

Next, assess the rewards. Are they high, medium, or low? Mark the box where the two intersect. Another element you must consider is visibility. Is it seen or unseen?

Thinking in this way helps you maintain momentum by having visibility of success along the way.