

Back to the Future

- is a short journey in which the 'coach' asks the 'traveller' to reflect on assets that will help them achieve their goal
- has the traveller turn their *back to the future* in order to focus on helpful factors in the past and present.
- is a 'just-in-time' review process that precedes planning
- uses the question format: "*What ... do you already have that will help you on this journey?*"

Setting up Back to the Future

The 'traveller' places on the floor a word, symbol or picture that represents their goal and explains it to their 'coach'.

Both walk about 5 metres away - optionally laying down a rope to mark out the journey.

The 'traveller' faces away from their goal and towards their 'coach' – see diagram.

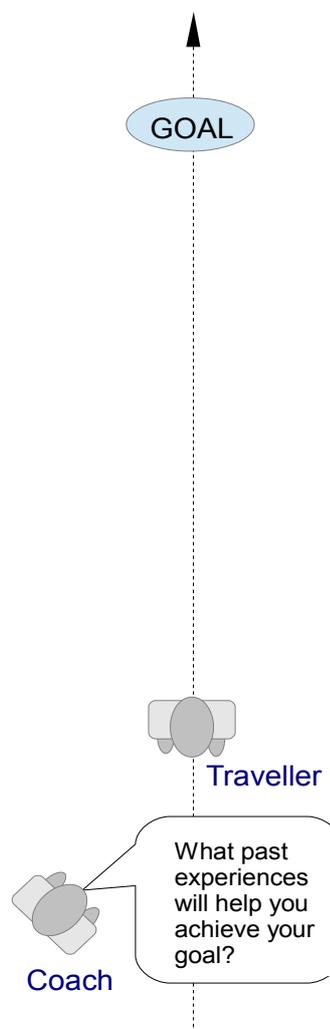
The 'coach' asks what they already have that will help them on their journey. See below for sample questions.

Whenever the 'traveller' states a helpful factor they take a step (backwards) towards their goal. Large steps indicate very helpful factors; small steps indicate slightly helpful factors.

Useful questions to ask the traveller

- 'What knowledge and experience do you have that will help you on this journey?'
- 'What skills and strengths do you have that will help you on this journey?'
- 'What values and motivations do you have that will help you on this journey?'
- 'What do you know about your strengths as a goal achiever that are going to help you achieve this particular goal?'
- 'What resources and support do you have that will help you on this journey?'
- What existing contacts, networks or relationships do you have that will help you on this journey?'
- 'What have you (or others) already done to help you achieve this goal?'
- 'Has this conversation helped you to think through what strengths and resources you need to include in your plan?'

Problems? The 'coach' can apply the same questioning process to any problem that the 'traveller' happens to mention: "*What ... do you already have that will help you overcome this obstacle?*"



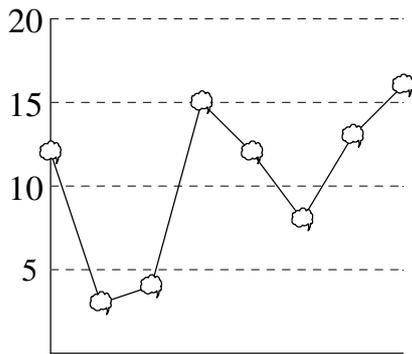
Why it works

Asking people about assets they already have helps them find *short-cuts, time-savers* and *forgotten resources*.

The exercise involves recalling relevant experiences and drawing *confidence, energy* and *learning* from them.

Back to the Future helps people approach their goal more *wisely* and *confidently* - and with a greater chance of *success*.

The use of space and movement makes the conversation more *focused* and builds automatic *achievement* and *feedback* into the process.



Story Line

Create a graph showing the ups and downs of a recent experience at work that was *untypical* or 'out of the ordinary' and that you are willing to discuss. Your partner will ask you some questions about your Story Line.

Story Line (or Happy Chart)

Questions should focus as much as possible on the Story Line.

Sample questions 1-2 bring out the story.

Sample questions 3-4 look at what may have caused these feelings.

Sample questions 5-6 look at what these feelings may have caused.

Sample questions 7-8 are about empathy (if others were involved).

Sample question 9 speculates about future responses to similar situations.

Passing is allowed! And so is changing the questions to make them more suitable.

1. Name 5 feelings/emotions at different points on your line.
2. Tell the story in 5 sentences while moving along the line.
3. What (if anything) did you do to turn an up into a down or vice versa?
4. How did others (or other causes) turn an up into a down or vice versa?
5. How did your feelings influence what you said or did?
6. How did your feelings influence what others said or did?
7. Were others aware of your feelings?
8. How aware were you of the feelings of others? Were they following a similar or different pattern?
9. If you encountered a similar situation again, show how your 'Story Line' might be different next time.

Your joint evaluation of this process

+ PLUS

- MINUS

! INTERESTING