



COLLABORATION



RESILIENCE

# Focus on Solutions: Preferred Futures

This exercise was found in [Focusing on Solutions: a positive approach to improving behavior](#)

## Proving Ground Overview:

The purpose of this assessment is to help people envisage life without the problem.

- help an individual explore what they would like to be doing if the problem were not there – this helps to identify goals;
- explore in detail the way the individual him-/herself would feel and behave without the problem, what others (in their personal and professional life) would see and hear, and how others might behave with the individual – this helps the recognition that even a small change in an individual’s own behaviour can lead to change in the way others respond to that person.

## Proving Ground Directions:

Spend a few minutes thinking of a professional situation about which you are not entirely happy and which you would like to change. It could be a feature of your own time management, a ‘difficult’ boss or co-worker, an aspect of your systems such as management or the use of rewards. Find a partner that will help you complete this exercise and assess you based upon the rubric.

- Decide who will first take the role of listener
- The speaker then briefly outlines the focus issue
- The speaker then takes 5 minutes to guide the speaker through his/her chosen ideal scenario
- Change roles for 5 minutes
- Feedback to each other what you have learned about the process

## Rubric:

Criteria	Description	Yes	Not Yet
Avoid sweeping statements	<i>You don't make generalizations, but speak from your own experience</i>		
Identify goals	<i>You unearth tangible ways to reach your solution</i>		
Define Success	<i>You clearly describe the ideal situation</i>		
Minimal problem exploration	<i>Spend no more time on probing the problem than the brief outline</i>		