

## Existing State–Desired State Map

### Decisions

#### PROCESS

- Display a desired state map as shown below.
- Explain that defining the desired state establishes a goal and is more important than exploring why the problem exists.
- The group names a desired state in broad terms.
- Develop a behavioral description. What would one see and hear when the desired state is achieved?
- Identify the resources required to achieve the desired state. Consider skills, knowledge, and behavior.
- Select the most catalytic of resources and develop a plan for developing them.

#### ALTERNATIVES

- Generate a description of the existing state, and then describe the desired state as a direct contrast to existing state elements.

cont.

## TIPS

- The facilitator should preview the stages and sequence of thinking required in this approach.
- When members do not have the same information about an issue, it is useful to describe the existing state from the various perspectives. Otherwise, public display of the existing state is rarely of great value unless using the direct contrast approach described as an alternative.

### DESIRED STATE MAP

