

Checklist of effective FROM-TOs

Effective FROM-TOs are

Exhaustive: it is essential to address all core themes and check that they are sufficient to ensure a new way of working

Addressing behaviors and mindsets: for each behavioral FROM-TO there should be at least one mindset FROM-TO

Concrete and tangible: the more concrete the FROM-TOs (even measurable, if possible), the easier it will be to derive actions

Realistic and relevant: a TO that cannot be achieved in a foreseeable future is not motivating or relevant

Constructive: the FROM will only be accepted if it is constructive, appreciative, positive (what is the positive intention behind it)

