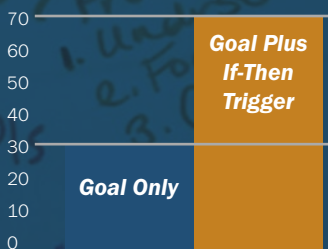


INCORPORATING *Triggered Action Planning*

TO DOUBLE TRAINING OUTCOMES

AT THE END OF TRAINING, WE OFTEN ASK LEARNERS TO SET GOALS FOR USING WHAT THEY'VE LEARNED. USING THE "TRIGGERED" ACTION PLANNING FORMAT CAN DOUBLE TRAINING OUTCOMES.



Gollwitzer, P.M. & Brandstatter, V. (1997). *Implementation intentions and effective goal pursuit. Journal of Personality and Social Psychology, 73, 186-199.*



AS HUMANS, WE SET ALL TYPES OF GOALS – AND DECADES OF RESEARCH SUPPORT THIS BEHAVIOR, SHOWING THE MANY BENEFITS OF GOAL SETTING. HOWEVER, TRIGGERED ACTION PLANNING DOUBLES TRAINING OUTCOMES BY CREATING AN IF-THEN STATEMENT:

GOAL – TRIGGER SITUATION – ACTION

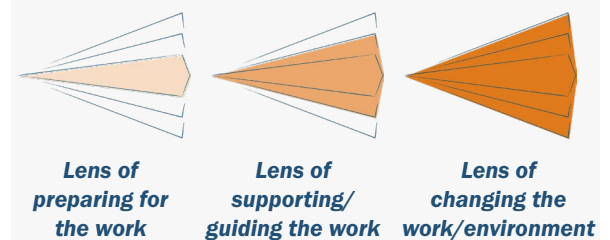
Typical Goal	Triggered Action Plan
I intend to lose 10 pounds by April.	When I wake up Monday – Friday, I intend to walk for 30 minutes.

Other examples in the workplace:

- If someone criticizes a peer, then I'll say "we don't do that here."
- If our safety metric drops below 99%, then I'll do an immediate statistical regression on factors.

Triggered Action Planning is most relevant in the Lens of Preparing and in the Lens of Supporting/Guiding. As we build learning experiences, we can embed Triggered Action Planning as an intentional way to increase application after an experience. In the work itself, the trigger serves as a cue, Supporting and Guiding participants to take new actions while in the work.

The Lenses of Performance





TRIGGERED ACTION PLANNING *Performance Tool*

INSTRUCTIONS and EXAMPLES

Goal

What goal do you have for putting the learning into practice?

Example: I will start a change initiative to increase my team's creativity.

Situation

In what situations will you begin taking action toward each goal?

Example: I'll get started at my first staff meeting upon returning next week.

Action

What specific action will you take when the situation calls for it?

Example: I will have my team work on items 1-3 of the Creativity Checklist.

Goal #1:

Be specific, share your motivation.

Situation:

Describe the context/event.

Action:

Be specific about what you will do.

Goal #2:

Be specific, share your motivation.

Situation:

Describe the context/event.

Action:

Be specific about what you will do.

Goal #3:

Be specific, share your motivation.

Situation:

Describe the context/event.

Action:

Be specific about what you will do.