

ADKAR

A model for managing
change

ADKAR – A Handy Acronym

☀️ A – Awareness

- ☀️ What is happening
- ☀️ When is it happening
- ☀️ How is it happening etc.

☀️ D – Desire

- ☀️ Positive change?
- ☀️ Necessary change?

☀️ K – Knowledge

- ☀️ Do you have all the information necessary to make the change?

☀️ A- Ability

- ☀️ Can you put it into practice?

☀️ R – Reinforcement

- ☀️ How to keep going through the change

Application – the family

- A- Awareness
 - Big changes – moving back to (Country/State/town)
 - Smaller changes – school, routines, schedules, freedoms
 - Communication!
- D – Desire
 - What might they like ‘back home’?
 - What don’t they like here?
 - How can you ‘create’ desire for the children?
- K- Knowledge
 - Do they know how to navigate the changes that require something different from them?
 - How do you provide ‘training’ for these new experiences?
- A- Ability
 - Are they able to make the changes?
 - Provide time, coaching, support , outside intervention
- R – Reinforcement
 - Cycling back to check in and continue to support their changes
 - Reward efforts and milestones achieved

Application – What about you?

■ A

■ Desire

- Recognize what are positives about returning
- Acknowledge potential negatives of returning
- Identify what you'll miss about leaving current 'home'
- Capture what you won't miss at all about current 'home'

■ K

■ A

■ Reinforcement

- What incentives can you provide for yourself?
- Seek out those with a similar experience
 - Be alert to negative messages
- Reflect on expectations (see desire list)
- Reward yourself for achieving milestones
- Be kind to yourself