



The **Logical Levels of Change** is a model designed by NLP pioneer, Robert Dilts, to help people think about and deal with 'change'. It enables us to notice and break down what's really going on, and as such, allows individuals, teams and organisations to make the changes they want or respond to the changes they're experiencing.

It can be used in many ways, for example:

- *As a diagnostic tool – to think clearly about what the current situation is*
- *As a visioning tool to get clarity about the future state you're trying to achieve*
- *As a team development tool*
- *As a planning tool*
- *As a mentoring tool to help you notice where a person's 'blocks' might be*

In the process of making change happen, it is often used in two primary ways:

- To identify the level of greatest leverage: the level at which focus, attention and activity will produce the changes needed
- To ensure that focus, attention and activities are designed to hit all levels. The goal here is to achieve congruence – *consistency* – across the whole model

Typical uses of the model involve identifying what is wanted at each of the levels - Environment, Behaviours, Skills & Capabilities etc. Points of incongruence can be used to identify the work that still needs to be done e.g. whether what we want to achieve at a *behavioural* level is supported by what we think is needed at a *mindsets* level, and by how we define what our *environment* looks, sounds and feels like. When you're thinking about the future – what you want - the starting point is usually at the centre, working outwards from there. ***It's the first three – Purpose/Identity/Beliefs where you tend to get most leverage for change*** - the others are generally pretty straightforward to effect