

# Ingredients for Sustainable Change

Sustainable change requires five key ingredients. Projects falter in predictable ways when any one ingredient is missing.

<b>Vision:</b>	“What are we doing and why?” to combat confusion.
<b>Incentives:</b>	Reasons, perks, advantages to combat resistance. Incentives also increase buy-in, which prevents sabotage (conscious or not).
<b>Skills:</b>	The skill sets needed to combat anxiety.
<b>Resources:</b>	Tools and time needed to combat frustration.
<b>Plan:</b>	Provides direction to eliminate the treadmill effect. The plan needs to include specific, actionable first steps to prevent false starts, as well as an assessment plan to combat skepticism.



Sources:

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