



Step Four: Your Theory of Change

The final step is to synthesize your analysis to create a draft of your own theory of change. If the change process you analyzed in step three is aligned with your own values, you're probably close. But even if it didn't, identifying things that *aren't* in your theory of change can help you get to what *is*. Note that you want to focus on what you *want to see/have happen*, not what you don't want. A theory of change about what *shouldn't* occur is not motivating.

Again, we'll provide a fill-in-the-blank for this structure. While you'll of course want to modify this when you write your leadership statement, this can provide a helpful starting point.

Exercise C

As a leader, I see myself as a

(your metaphor for yourself as a leader/changemaker)

I believe change occurs when

(your version of "why change occurs")

The process for change starts with

, then moves to

, and includes

(the process, stakeholders, and tactics you think are involved with change)

The outcomes of this kind of change are meaningful because

(your explanation of the connection between outcomes and stakeholders, process, and tactics)

Its benefits are lasting because
