

Make Your Change a Success With THE FUTURES WHEEL



Getting a Bird's-Eye View of the Impact of Change

Have you ever had to deal with
unexpected consequences
of a change you thought you'd
fully prepared for?



And if you have a big change
coming your way, how can you
be sure you understand its
full impact?

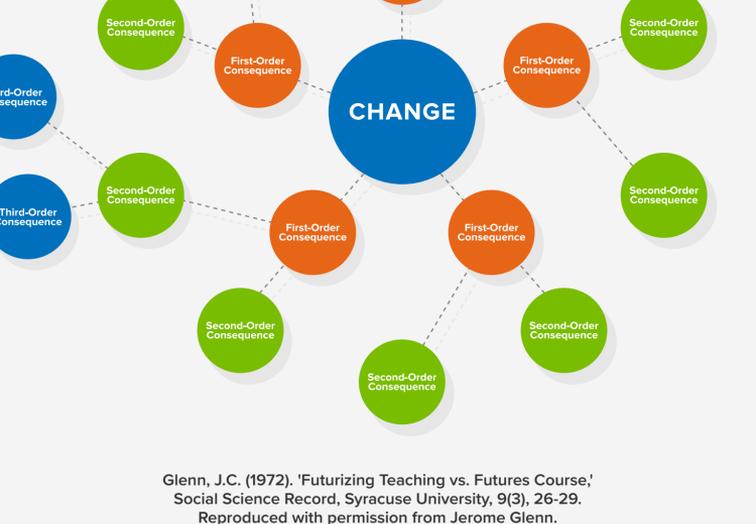


You can capture the consequences
of your change from a
**WIDER
PERSPECTIVE**

and avoid getting caught out by the
unexpected with the Futures Wheel.

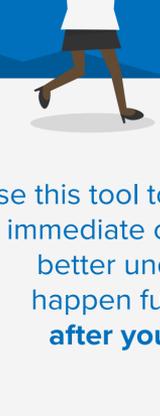


THE FUTURES WHEEL



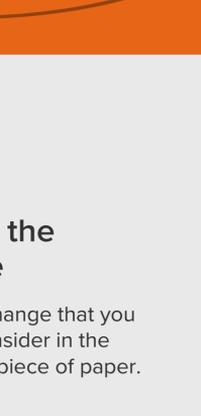
Glenn, J.C. (1972). 'Futurizing Teaching vs. Futures Course,'
Social Science Record, Syracuse University, 9(3), 26-29.
Reproduced with permission from Jerome Glenn.

The Futures Wheel was created to
identify the potential consequences of
TRENDS AND EVENTS
but it can also be used in decision
making and change management.



Use this tool to identify your change's
immediate consequences and to
better understand what may
happen further down the line
after your change occurs.

So how do you draw a FUTURES WHEEL?



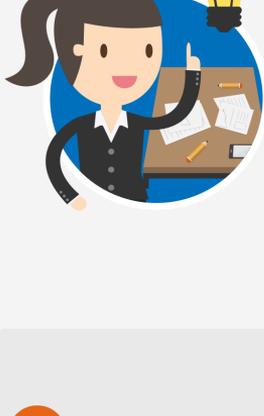
1 Identify the Change

Write the change that you
need to consider in the
center of a piece of paper.



2 Identify Direct Consequences

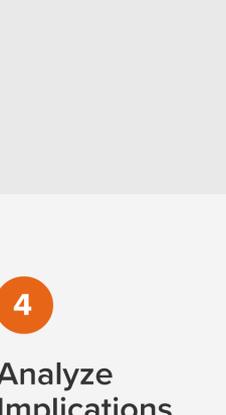
Brainstorm possible direct
consequences of the change.
These are the "first-order"
consequences.



3 Identify Indirect Consequences

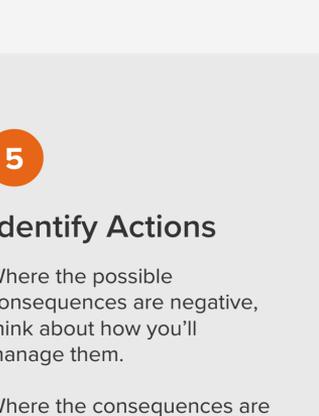
Now brainstorm possible
consequences of the
first-order consequences.
These are "second-order
consequences."

Repeat this by identifying the
third-order consequences,
and so on. You'll find that
there'll be a point at which this
process will naturally come to a
close. You can then move on to
the next step.



4 Analyze Implications

Once completed, you'll have
a clear picture of the possible
direct and indirect
consequences of the change.
Consider the risk of each.



5 Identify Actions

Where the possible
consequences are negative,
think about how you'll
manage them.

Where the consequences are
positive, think about how you'll
take full advantage of them.

To find out more visit
www.mindtools.com/futureswheel

MindTools

Copyright © Emerald Works 2021. All rights reserved.
"Mind Tools" is a registered trademark of Emerald Works Limited.