

ERICKSON'S APPROACH TO EMPLOYEE DEVELOPMENT

PEOPLE ARE OK
-OKNESS PRINCIPLE

CHANGE IS NOT ONLY
POSSIBLE, BUT
INEVITABLE

THE PERSON
HAS ALL
NECESSARY
RESOURCES

5 KEY RULES

EVERY BEHAVIOUR
HAS A POSITIVE
INTENTIONS

THE PERSON IS MAKING
THE BEST POSSIBLE CHOICE

SOLUTION
FOCUSED
APPROACH

WHAT DO
YOU WANT?



× START
WITH A VISION

× FOCUS ON
THE RESULT

× SET SPECIFIC
GOALS

OUTCOME
FRAME

WHAT DO
I WANT?

HOW WILL
I KNOW IF
I'VE GOT IT?

HOW TO
DO THIS?

WHY
IS IT
IMPORTANT?