

Building Blocks for Building Capacity

Vision +	Collaboration +	Skills +	Incentives +	Resources +	Action + Plan	= Change
	Collaboration +	Skills +	Incentives +	Resources +	Action + Plan	= Confusion
Vision +		Skills +	Incentives +	Resources +	Action + Plan	= Sabotage
Vision +	Collaboration +		Incentives +	Resources +	Action + Plan	= Anxiety
Vision +	Collaboration +	Skills +		Resources +	Action + Plan	= Resistance
Vision +	Collaboration +	Skills +	Incentives +		Action + Plan	= Frustration
Vision +	Collaboration +	Skills +	Incentives +	Resources +		= Treadmill

Adapted from Knoster, T (1991). Presentation at TASH Conference, Washington DC