



THE RICKTER SCALE® PROCESS:

In 1993, the Rickter Scale® was specifically designed to help individuals overcome their barriers: barriers to their engagement with education, training or employment, barriers to social inclusion, from chaotic lifestyle to direction and purpose, from apathy and denial to aspiration and ambition.

Essentially it is a motivational assessment, evaluation and goal-setting process, that enables professionals and their organisations to capture the journey of those with whom they work towards positive outcomes.

Since then over 20,000 Practitioners, working in such diverse fields as Health and Wellbeing, Criminal Justice, Education and Training, Social Work, Careers Guidance and Human Resources, have been trained and licensed by The Rickter Company to use the Rickter Scale® Process with their students/clients/customers. We conservatively estimate that over 1.5 million Rickter Scale® Interviews have been conducted on a one-to-one basis. The geographic and demographic spread of the Process is already well advanced, and we now want to ensure that our adaptations for use with the client groups of our partner organisations genuinely reflect the specific needs of those individuals, fulfil the aims and objectives of the organisations, whilst being culture-specific and linguistically accurate.

Anyone using the Rickter Scale® Process is offered the opportunity to engage with a seemingly very simple series of questions – a structured dialogue, in which they are enabled to identify key elements of their current circumstances, and pick up on skills and strategies that have worked for them in the past. Then by continuing to use different perceptual positions and very precise linguistic devices, they are encouraged to explore possibility in terms of their preferred future, make informed choices and take responsibility for their own goals and contribute to an action plan.

Evaluation



Funded by



By attaching their own emotions to the experience of their chosen desired state – their goals, they create powerful motivational drivers. By using a multi-sensory approach, the Process appeals to any combination of preferred learning, retention and expression styles. By building their own profile against a set of highly relevant referents reflecting their current circumstances, they are naturally applying systems thinking, and in doing so are able to see the big picture, and acknowledge connections between any of those referents, e.g. their stress levels and work, money situation, poor relationships or use of drugs or alcohol.

The Rickter Scale® Process fulfils our mission of 'awakening individuals to choice, ownership and responsibility'. The Process can be adapted to operate at all neurological levels (Dilts 1985), especially the higher levels of beliefs, values, identity and spirituality where change is likely to be generative, or indeed at the highest level – evolutionary.

We are also convinced by evidence from those individuals and groups who have used the Rickter Scale® Process, that not only have they been able to overcome specific barriers and challenges in their lives, but have moved on significantly. The use of Rickter for many has been a watershed, a catalyst, a means of sense-making in terms of their own lives and who they are.