

Benefits, Concerns, & Suggestions™

For Individuals

The Benefits, Concerns, & Suggestions framework is an easy to use discussion process to support you in making decisions. It can help you to identify not only the **benefits** of a particular decision but also to ensure that your **concerns** and potential obstacles are noted. Then, you can identify **suggestions** to make it as successful as possible.

These questions, when asked in this order, are very powerful.

1. What are the **benefits** of this idea (*decision, job opportunity, change, not changing*)?
2. What are your **concerns** about this idea (*decision, job opportunity, change, not changing*)?
3. What **suggestions** do you have about this idea (*decision, job opportunity, change, not changing*)?

It is critical that you ask them in this order.

When you start by asking for the **benefits** first, you change the focus from one of poking holes in an idea, to think in new ways about how it *can* work.

The next question asks for the **concerns** about the idea and not a judgment of it. It can be helpful data to get you thinking about how you move forward.

Finally, by thinking about **suggestions**, or asking “What would it take to make this decision successful?”, you start to think about possibilities.

Put the 3 questions together and this is where the magic happens! You'll have your thoughts all in one place to help you make a more informed decision.

To use the framework, take the following steps:

- Identify a decision, idea, job opportunity, etc.
- Ask yourself the questions below and write down your answers in this order:
 - What are the **Benefits** of this decision?
 - What **Concerns** do I have about this decision?
 - What are the **Suggestions** or possibilities to enhance or refine this decision?
- Take a step back and look at all of your thoughts at once. You may find that you're clear on the decision you need to make. If not, try sitting with this for a bit and come back to it over the course of the next few days or weeks. This could help you to get clarity. If you're still unsure how to move forward, consider discussing it with a trusted ally, friend, or your coach.