

The
SCALING KIT



Visual metaphors for noticing change



WEB-BASED APP WITH TEN INTERACTIVE
SCALING MASTERS FOR MEASURING CHANGE

ACTIVITIES BOOKLET



Innovative
Resources

Contents

Welcome to the <i>Scaling Kit</i> web-based app.....	2
Who is this resource for?.....	3
What is scaling?.....	3
How can scaling be used in therapeutic work?.....	4
What scaling masters are in the web-based app?	4
How do I know which scale to use?	4
What are some ideas for using each scale?	5
Balance	5
Circle.....	6
Ladder.....	6
Pathway	7
Pendulum.....	7
Rating Wheel.....	8
Sun Up/Sun Down.....	8
Thermometer	9
Ups and Downs.....	9
Water Tank.....	10
What is ‘strengths-based, solution-focused’ practice?.....	10



Welcome to *The Scaling Kit* web-based app

Here is a simple, versatile and highly visual tool for measuring change and noticing progress. These ten interactive scaling masters are especially for those who work with others in a supportive or therapeutic way. It's a great tool for having conversations about how something or someone is going—a project, a job, a timeline, a community event, a team, a family, a person's energy levels and wellbeing—or anything else it is helpful to measure or evaluate.

- Use on **computers, phones** and **tablets**.
- Type the name of a person (or project), the date and key parts of the conversation using the **notes page**. This is where you can record strengths, insights, goals, plans, next steps, milestones, or any other comments you wish.
- Draw simple shapes, symbols, pictures, numbers or write key words with the **scribble tool**. Use it to underline or circle things. Scribble directly on the scaling image (such as the ladder, pathway or pendulum), or anywhere around the image.
- Use a **range of colours** with the scribble tool. Different colours can help enhance meaning or categorise information, for example, green could be steps to take tomorrow, blue for next week.



- **Save and print** whenever you wish (if your device has a printer attached). Capture various 'snapshots' of the conversation by saving along the way.
- **Attach and send** your files via email, or save directly into service folders and records.

Who is this resource for?

This resource is for anyone who wants to measure change, evaluate a situation, or track progress towards a goal. It is a great tool for building motivation, resilience, self-awareness and self-evaluation. It has been created especially for counsellors, psychologists, therapists, teachers, trainers, managers, team leaders, mentors, life coaches, chaplains, health professionals, social workers and anyone who supports children, youth, families or communities.

What is scaling?

Scaling is a simple, highly visual and easily understood way of measuring and evaluating anything. Look around and you will see scaling being used in countless ways every day. A wall of a hospital might show a big temperature gauge to measure how fundraising is going for new equipment; a sign alerting people to bush fire conditions might show an arrow pointing to somewhere on an arc, a project management system might show a percentage of completion, and every student knows only too well the various scales used to measure success in an exam or course.



How can scaling be used in therapeutic work?

Because it is familiar and visual, scaling is a very accessible and effective tool for use in therapeutic work. Using simple line drawings of symbols such as a ladder, a pendulum, a pathway or a circle, a person can communicate, without the need for words, how they are doing, where things are at, how far they've come, and how much further to go. It can also be used for noticing what works, what helps and what hinders. And it can help identify next steps and milestones along the way. It is a great tool for self-monitoring our mental health and emotional wellbeing. When used as part of a strengths approach, scaling can help build awareness, skill and motivation—key ingredients of sustainable change. (See page 9 for more on the strengths approach).

What scaling masters are in the web-based app?

The ten visual metaphors or 'scales' in *The Scaling Kit* web-based app are:

- Balance • Circle • Ladder • Pathway • Pendulum • Rating Wheel
- Sun Up/Sun Down • Thermometer • Ups and Downs • Water Tank.

How do I know which scale to use?

Scaling metaphors permeate our language. We may make comments such as, 'My tank is running on empty', or 'I'm filled to the brim with happiness', not to mention that exquisite image of abundance, 'My cup runneth over'. It can work well to pick a scale that is closest to what you are hearing the person say. For example, if someone is speaking about



their 'journey' then the pathway scale might be an appropriate one to try. Or if they are talking about 'ups and downs' or 'mood swings', then the wavy line or the pendulum might work well. You can always simply invite the person to choose one they like best, or select a scale you think suits the situation.

What are some ideas for using each scale?

Play with each scale before you use it with others. Move the scaling tool up and down and see how it affects the illustration. Play with the scribble tool and notes template. Here are some questions and ideas for using each scale.

Balance

This is a useful image for 'weighing up' things, especially if there are two polarities.

- Name the two dishes on the scale (for example they could be home/work; friends/family; day/night; summer/winter; before/after). List or draw key elements in each dish.
- What does the current balance look like?
- When do things get out of balance?
- What helps you regain balance?
- Thinking of a decision you have to make, use the scale to weigh up the pros and cons.



Circle

As a clock or a pie chart, this scale is useful for time management or assigning proportions.

- Name some key tasks and show how much time you spend (or wish to spend) on each.
- As a budget tool, show the proportions you spend on food, rent, leisure, and so on.
- As a lifestyle tool, show how much time you spend at work, at home, with friends, online.
- As a chores tool, assign a segment for each family member and list their tasks.
- As a project management tool, show the level of completion of key elements.

Ladder

The ladder is useful for showing steps towards a goal.

- Write a goal at the top of the ladder and list the key steps on the rungs.
- If the ladder represents a project like getting your driver's licence/buying a house/learning a skill, who can help you with each step?
- Slide the scale up the ladder to show where you are at now.
- What would it take to go up one rung or even half a rung?
- What stops you sliding down the ladder again?



Pathway

Whether seen as a path, road or river, this image can represent a journey of some kind.

- How far along the pathway to the goal are you?
- Can you draw the key 'features of the landscape' along the way, both positive and negative?
- What did you (or will you) carry with you on this journey?
- Did you (or will you) shed or leave anything behind along the way?
- Who or what travelled (or will travel) with you on your journey?

Pendulum

This is a good metaphor for noticing swings and continuums from one polarity to another; hot to cold, easy to hard, mood swings and so on.

- Using the scribble tool, can you circle your 'comfort zone' on the pendulum scale?
- Are there points on the scale where you need the help of others?
- What causes the pendulum to swing in the opposite direction?
- If this scale represents your in-breath and out-breath, can you feel the still point where the pendulum stops briefly before it moves in the opposite direction?
- How could you create more of these still points in your life?



Rating Wheel

The rating wheel has 8 segments, giving a natural comparison of 8 themes.

- List 8 key strengths in your team and use the sliding scale to show the proportions.
- List 8 things that help you stay healthy, and show the proportions of each.
- Use the wheel to name your circle of supporters, and the level of support you receive from each.
- Write tasks on each segment and show the level of completion.
- Use the scale to name and rate different priorities in your life.

Sun Up/Sun Down

The sun's trajectory across the sky is a classic image for measuring time.

- Use the scale to identify or compare feelings/wellbeing/tasks/events that occur at different times of the day.
- Is there a time when you feel most vulnerable/most well/more anxious/more relaxed?
- How far advanced is a project or deadline?
- Are you a morning or evening person? Use the notes page to list the tasks for your most productive time.
- If this is a time management tool, what time will you get up/go to bed/exercise/eat dinner/take medication?



Thermometer

This is a popular image for measuring progress towards a goal or for measuring emotions, especially anger.

- Have you ever reached boiling point?
- At what point does your anger (or any other emotion) rise beyond comfortable?
- What are some things you can do to cool off or calm down?
- Use the scale to show the intensity of a particular emotion each day in the coming week.
- Name a goal and show your levels of progress towards it each day/week/month.

Ups and Downs

We all have our ups and downs.

- How might this scale describe your experience of a situation or project?
- What was your best 'up' time like?
- How was it different from when you were in a trough?
- Where are you right now?
- How do you first recognise that you are beginning to move upward or slide down?



Water Tank

This classic corrugated water tank is a very effective image for measuring levels of anything.

- How full is your tank of energy/happiness/creativity/anger/stress?
- What fills your tank?
- What empties your tank?
- How do the levels in your tank affect you?
- How do they affect others (colleagues, friends and family)?

What is 'strengths-based, solution-focused' practice?

Strengths-based practice is based on the understanding that everyone has strengths and resources, and by building on these we are better able to grow, learn and tackle difficulties. At the heart of this approach is collaboration and 'power-with' rather than a top-down, prescriptive, 'power-over' relationship. For a comprehensive text on the strengths approach, including the use of scales, see [*The Strengths Approach*](#) book.

Solution-focused practitioners believe that positive change is more likely to arise out of focussing on where we are heading rather than on problems and deficits. In this approach, the conversation explores topics like what is going well, what is happening when the problem is absent or less dominant, and what the person values and wants.





Innovative
Resources

62 Collins Street Kangaroo Flat
Victoria 3555 Australia
p: + 61 3 5446 0500 f: +61 3 5447 2099
e: info@innovativeresources.org
w: innovativeresources.org

ABN: 97 397 067 466
Anglicare Victoria trading as St Luke's Innovative Resources

First published as a set of note pads in 1996. Revised digital edition (DVD)
published in 2013, web-based app developed and published in 2018.

© St Luke's Innovative Resources 2018. All rights reserved.

App design and development: Greengraphics (www.greengraphics.com.au)
Booklet author: Karen Bedford

Innovative Resources is a not-for-profit publisher.
All sales support the services of Anglicare Victoria.

The

SCALING KIT

Visual metaphors for noticing change

WEB-BASED APP

These ten interactive scaling masters are for measuring change and evaluating how things are going with a project, a job, a community event, a team, a family, a person's health and wellbeing—or anything else you wish. It has been created especially for counsellors, psychologists, therapists, teachers, trainers, managers, team leaders, mentors, life coaches, chaplains, health professionals, social workers and anyone who supports children, youth, families or communities.

The visual scales in this kit are:

- Balance • Circle • Ladder • Pathway • Pendulum • Rating Wheel
- Sun Up/Sun Down • Thermometer • Ups and Downs • Water Tank

- Use on **computers, phones** and **tablets**.
- Record any information you wish by typing in the **notes page**.
- Draw, underline or write in a range of colours on or around the image with the **scribble tool**.
- **Save and print** (if you have a printer attached to your device).
- **Attach and send** your files via email, or save directly into service folders and records.