ASSESSMENT:
How are we evaluating?

Evaluation provides a systematic method to study a program, practice, intervention, or initiative to understand how well it achieves its goals. Evaluations help determine what works well and what could be improved in a program or initiative.

This simple post-up tool can spark powerful insights by highlighting your current state so you can build upon methods of evaluation and address challenges and opportunities.

PEOPLE:

Individuals

Teams

TOOLS:

Critical Thinking

Stickies

Markers

Camera

Mural

TIME:

10-30 minutes

USING IN-PERSON
REALTIME OR ASYNCHRONOUSLY:

1. Print page 2 as a poster and hang on a wall or recreate on a whiteboard:

   - Provide sticky notes and markers

   - Get prepared by holding a conversation with your collaborators about your target audience - whether you are assessing evaluating for individuals, within teams, or across the enterprise. Answers can vary significantly depending on your choice.

   - Generate as many ideas as possible for each major section on the canvas (How, What, Why – Business, Why - Personal, Where, and When). You can start anywhere.

2. Consider your findings

   - When finished, discuss and share. What do you do well? Where are your challenges? What might you start to make improvements?

3. Document and distribute

   - Take photos of the whiteboard/stickies or create a PDF of the MURAL page. Share with the participants and stakeholders.
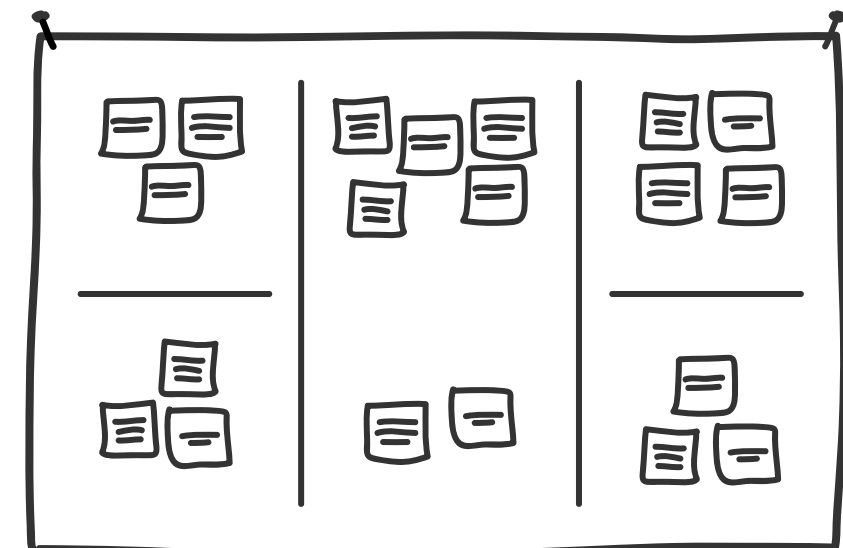
USING VIRTUALLY
REALTIME OR ASYNCHRONOUSLY:

1. Access the Mural template: http://bit.ly/workforward-hawe-mural

2. Invite your collaborators

3. Distribute when complete
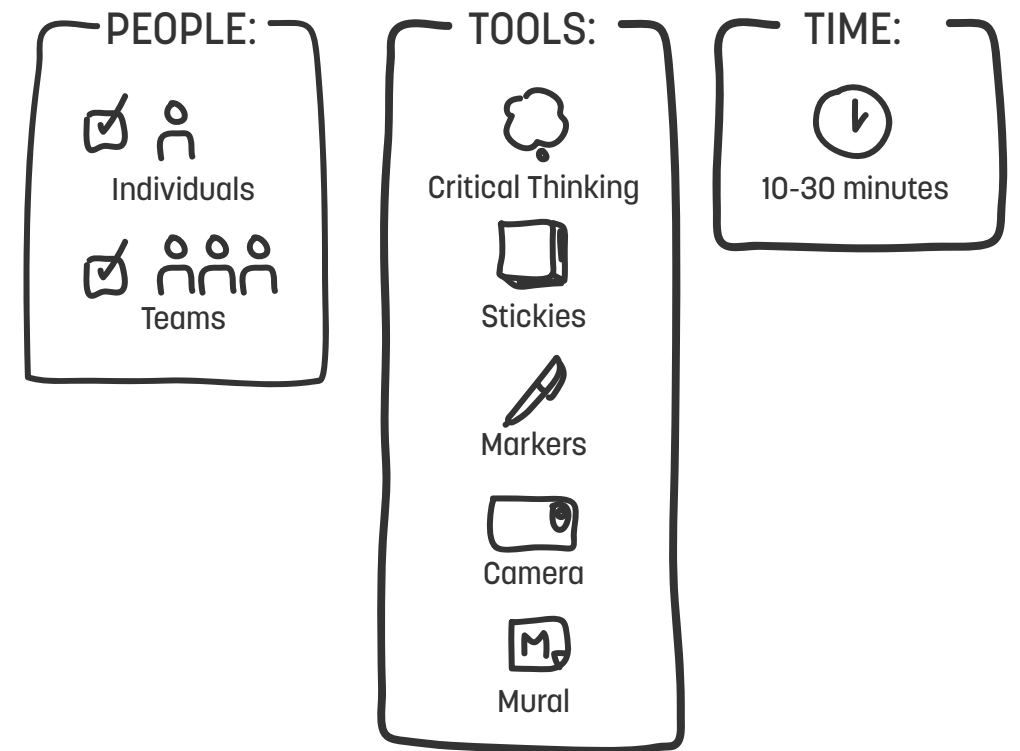
WILL LOOK LIKE:

How are we evaluating?

HOW
What processes, systems and structures impact how you evaluate? How does culture influence evaluation?

WHY (BUSINESS)
What is the role of evaluating in your organization? What purpose does it serve? How valuable is evaluating? Is it measured?

WHERE
Where does evaluating take place? In conference rooms with people present? Remotely via tele-presence? Informally, through conversation?

WHAT
What resources do you have to evaluate? What technologies, support, or expertise do you have to evaluate?

WHY (PERSONAL)
How do you evaluate? How do your colleagues evaluate?

WHEN
Is evaluating scheduled formally? Is it asynchronous with little or no immediate feedback or response? Is evaluating limited to working hours?