

Reflect and reset

An evaluative thinking resource for leading improvement, innovation and change



Evaluative thinking is a disciplined approach to reflective practice.

This resource is designed for use at a 'pause point' in the life of a project or strategic initiative. It will help you:

- reflect on your evidence
- plan your communication with stakeholders
- distil key lessons for future planning and continuous improvement.

This resource is:

- general in nature, and some questions may feel less relevant for your context than others
- not exhaustive, and there are other questions or lines of inquiry that you might want to explore
- optional, and not intended as a requirement of any particular Departmental policy, program or procedure
- flexible, and can be used for individual reflection or as part of a group process.

As you work through it, remember that a well-considered 'I don't know' is always more helpful than speculation or guesswork.

1. Evidence of activity

a) What did you do? Over what time period?

b) What changes did you make from your original plan or timeline (if any)? Why did you settle on those changes?

2. Evidence of process quality

a) What did you do well? What made this possible (enablers)?

b) What didn't you do as well as you would have liked? What made things difficult (barriers)?

c) In answering these questions about process quality, what data was most helpful to you?

d) In answering these questions about process quality, what data gaps or 'blind spots' did you have? How could you avoid these in the future?

3. Evidence of impact

a) What positive changes were you expecting to see by now? (eg. Changes in teaching, learning, wellbeing etc.)

b) To what extent have these changes occurred? How do you know?

c) Have there been any unexpected positive or negative impacts?

d) In answering these questions about impact, what data was most helpful to you?

e) In answering these questions about impact, what data gaps or 'blind spots' did you have? How could you avoid these in the future?
