

# SELF-EVALUATION STRATEGIES FOR PROJECT TEAMS



Previous research has shown conclusively that self-evaluation by Reframing the Future project teams is critical to the achievement of desired outcomes. The strategies provided below are designed to assist Reframing the Future projects to achieve their desired outcomes.

## A generic six-stage model for self-evaluation, for you to customise

The following six-stage model, adapted from Brinkerhof (*Achieving Results from Training*, 1987, p.26), sets out suggested self-evaluation questions and strategies that can be applied to Reframing the Future projects.

You are not expected to use all the strategies listed in the right-hand column. You are invited to customise the model to suit your project.

### Six-stage model for self-evaluation of your Reframing the Future project, based on Brinkerhof (1987)

Evaluation stage	Some key evaluation questions to be considered by Reframing the Future project teams	Some useful evaluative strategies for Reframing the Future project teams
<b>1. Goal setting stage (what is the need?)</b>	How great is the need, problem or opportunity? Is it amenable to a Reframing the Future project? Is a Reframing the Future project better than alternative approaches to meeting your needs? Is a Reframing the Future project likely to work and pay off for both the individual and the organisation? Are criteria available for use later, to judge whether the Reframing the Future project has paid off?	Organisational audits (strengths and weaknesses) Skill audits (pre-test) Prediction of the likely outcomes and limitations of your project Development of criteria to measure your project's performance
<b>2. Project design stage (what will work?)</b>	What approach to the Reframing the Future project might work best? Is project methodology A better than methodology B? Is the selected methodology good enough to implement?	Literature review on possible project methodologies Expert advice on methodology Participant input on preferred methodology Preparation of your Reframing the Future Action Plan
<b>3. Program implementation stage (is it working?)</b>	Has the project been implemented as it was supposed to be? Is it on schedule? What problems are emerging? What really took place? Did the team like it? What did it cost?	Observations Check original schedules and goals Collaborative review of progress by facilitator and participants Preparation of your Reframing the Future mid-term report
<b>4. Immediate outcomes stage (did the team members develop new skills, knowledge, attitudes – SKAs?)</b>	What skills, knowledge, attitudes (SKAs) did the team members learn? How well did they learn?	Reflective activities Observations Skill audits (post-test)
<b>5. Outcomes usage stage (are the team members using the new skills?)</b>	How are team members using the SKAs learnt? How well are they using the SKAs? What parts of the SKAs are they using?	Observations Questionnaire Self, peer and supervisor reports Interviews
<b>6. Impacts and worth stage (did Reframing the Future make a worthwhile difference?)</b>	What difference do the SKAs make? Has the original need been met? Was Reframing the Future project worth it, for the individual participant and the organisation? What are all the outcomes from this project?	Organisational audits (strengths and weaknesses) Interviews Preparation of your Reframing the Future final report *

\* the evaluation of all the outcomes normally can't be undertaken till some time after the conclusion of the project, so your final report – prepared, say, in November – will mostly capture immediate outcomes and some 'usage outcomes' (stages 4 and 5)