

MOTIVE
MOTIVATE – INNOVATE – VALIDATE –
EVALUATE

3 Thinking Evaluation Impact and
Assessment Tool



The purpose of this tool is to enable individuals to reflect on their own story about how their CREDO has impacted on all the 3 Thinking Framework and the individual elements of me; we; them and us. The impact assessment tool enables the CLC/Learner, in a facilitated discussion with the CLM/CLC, celebrate the journey they have taken, what has been achieved along the way and where they are now. It can then support a purposeful discussion into what the next steps maybe and what actions need to happen.

Step One – Map Out Impact

Creating an environment whereby the learner feels safe, enabled and relaxed sufficiently to be able to begin to tell their story of their own journey using the 3Thinking framework is really vital. Lots of the “smaller” steps that many of the learners take are not valued or recognised by themselves so celebrating the journey rather than just the destination is particularly helpful as you go through this process.

1. Each individual will be provided with a copy of the 3 thinking diagram. The facilitator will then ask each of the questions within the framework (App: A) encouraging each individual to answer by selecting a red; amber or green piece of paper. The choice of colour being based on:

- Red – “not at all” or on a scoring scale - 0-3 out of 10
- Amber – “to some extent” or on a scoring scale – 4-7 out of 10
- Green – “to a great extent” or on a scoring scale – 8-10 out of 10

2. Depending on the ability of the individual to reflect and the time available, encourage individuals to either write a couple of comments on the coloured paper or to verbally share these with the facilitator to give more information about their reasons for the choice of colour. E.g. how have they done it; what they have achieved or the benefits they got from doing each of these actions
3. Position these red, amber and green papers around the three thinking diagram related to the sections of the diagram individuals are reviewing
4. Prior to asking the final question in the framework (the “US” question) encourage participants to explore the links, connections, knock-on effects on each of the 3 thinking actions before then asking this final question
5. Finally the following supplementary questions may be helpful to encourage individuals to reflect on the diagram they have created:
 - a. What are you most proud of?
 - b. Have there been any unexpected outcomes whilst working on developing your CREDO? If so please feel free to create your own cards
 - c. How would you sum up the experience of working on your CREDO?

Step Two – Developing My CREDO

1. Encourage each individual to reflect on their mapping exercise completed in Step One and consider:
 - a. What dimensions do they want to create more green cards on?
 - b. How can the other dimensions help them to do this?
 - c. What are the barriers to making this happen?

2. Encourage individuals to consider if the CREDO needs to be reshaped as a result of the mapping activity? If so:
 - a. In what way?
 - b. What are the priorities?
 - c. What will make the greatest difference to the CREDO development and who can help them to do this?
 - d. What do they need to do next?

Appendix A: 3 Thinking Framework Questions for Individuals

<p>ME</p>	<p>1. <u>Self Awareness*</u> To what extent has developing and working on my CREDO enabled me to understand what's important to me and what I want for the future? E.g. awareness of my values, passions and future aspirations</p> <p>2. <u>Skills and Employability</u> To what extent has developing and working on my CREDO enabled me to recognise and develop my skills and improve my employability? E.g. awareness of strengths, opportunities to develop new skills and experience that will help me find a job</p> <p>3. <u>Health and Well-Being</u> To what extent has developing and working on my CREDO improved my overall health and well-being? E.g. I feel better about myself and more resilient, fitter and positive about things</p>
<p>WE</p>	<p>1. <u>Strengthening Existing Relationships</u> To what extent has developing and working on my CREDO enabled me to strengthen my existing relationships? E.g. my relationships with friends and family have improved</p> <p>2. <u>Building New Relationships</u> To what extent has developing and working on my CREDO enabled me to develop new relationships and grow my support network. E.g. I have created new links and connections which will help me in the future</p> <p>3. <u>Working Together</u> To what extent has developing and working on my CREDO enabled me to collaborate with others and make a greater difference together. E.g. I'm working in a positive way with other people</p>
<p>THEM</p>	<p>1. <u>Community Needs</u> To what extent has developing and working on my CREDO helped me understand the needs in my local community. E.g. I am aware of what people local to me are concerned about</p> <p>2. <u>Make a Difference</u> To what extent has developing and working on my CREDO helped me to take a small action to make a difference within this community? E.g. I've given a small amount of time to help others</p> <p>3. <u>My Lasting Difference</u> To what extent has developing and working on my CREDO enabled me to use my own particular skills and passions to make a lasting difference in my local community? E.g. I've found a purpose/need that really uses my skills and passions</p>
<p><i>Spend some time reflecting on your own picture and begin to explore are there connections between actions taken under one dimension beginning to affect other dimensions? What links and connections and/or “knock-on” effects can you see?</i></p>	
<p>US</p>	<p><u>Our Impact</u> To what extent has developing and working on my CREDO helped me to consider doing greater good for me, other people and the wider community on an on-going basis?</p>

***Consider using the “Parts of the Body” framework at this point if more detail is needed**