

What evidence do you look for to

How do you measure advancement

What role does innovation play in

show your work is creating

your approach to change?

in your field?

What do you pay attention to when learning about your impact? How do you adapt when you learn something unexpected? What would you like to learn more

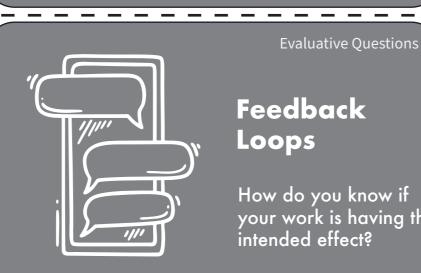
What does success look like from your

How do you know when you've

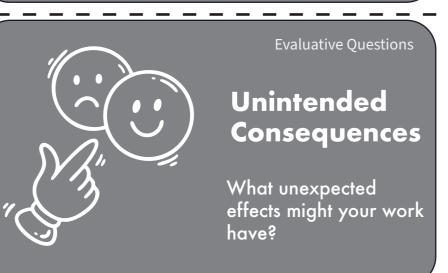
What might success look like from a

achieved your goals?

different perspective?



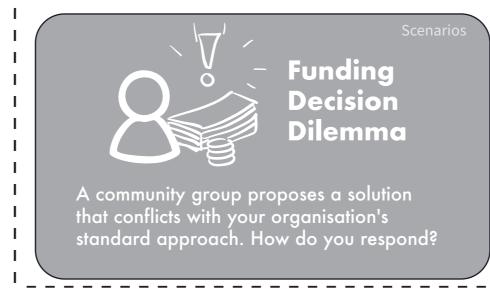
What signals tell you that your work is on track? How do you hear from the people most affected by your work?
What feedback do you find most challenging to receive?



What might go wrong with your How do you prepare for unexpected What would you do if your work had negative effects?

Worldviewsof

Change Cards



What does strong community engagement tell you about the project? How do you communicate the value of qualitative outcomes?

understand the impact?



What are your concerns about increased control? How do you balance accountability with autonomy? What would a compromise look like for both parties?

What questions would you ask to better

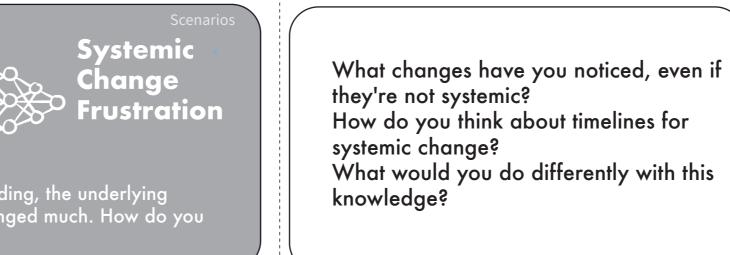
What's your initial reaction to this

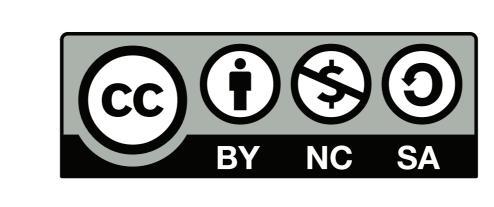
What would you need to feel

How do you balance organizational

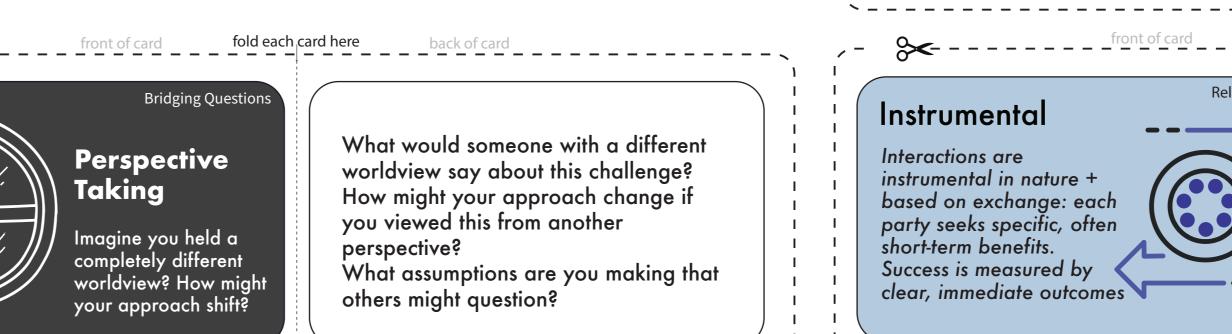
requirements with community wisdom?

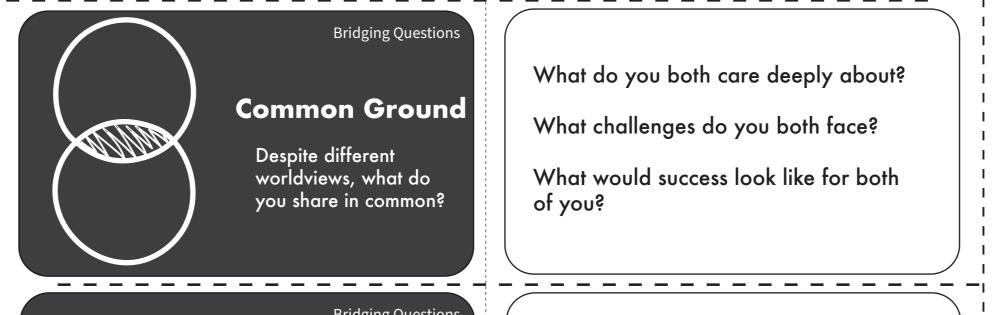
comfortable supporting this approach?



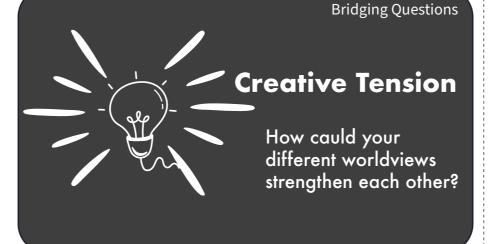








What do you both care deeply about?



_____/

Distributed

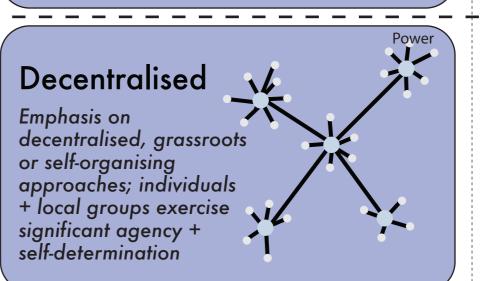
Technical

Participatory

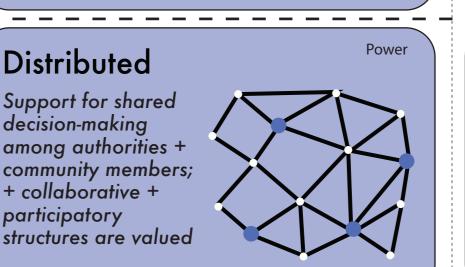
is critical to a process

among authorities +

Who should make the important What decisions require expertise or Trust in hierarchical, authority to make well? How do you ensure accountability in decision-making? When is centralised leadership most effective?



How do you support self-organisation and autonomy? What can communities do for themselves? How do you support local leadership and decision-making? What happens when you step back

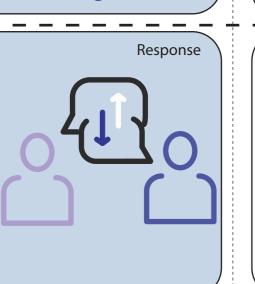


How do you share decision-making What decisions benefit from collaborative input? How do you balance different voices and perspectives? What structures support meaningful

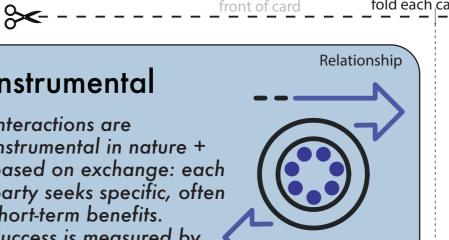


What specific problems are you trying What specific issues can be addressed with clear solutions? How do you break down complicated problems into manageable parts?
What expertise and tools do you need to solve this?

How do you shift challenges within + across interconnected systems? What connections do you see between different aspects of this work? How might this intervention affect other What feedback loops are you paying



How do you involve people in creating effective responses to their identified Whose voices need to be heard in this How do you learn together while working on solutions? What emerges when people work together on this?



What are you seeking to exchange or What specific outcomes are you accountable for? How do you measure success in your What do you need from this relationship to be successful?

Transformational

How do you and your partners learn + make sense of the challenges together? How has this work changed you

