

Making it stick embedding evaluation wheel

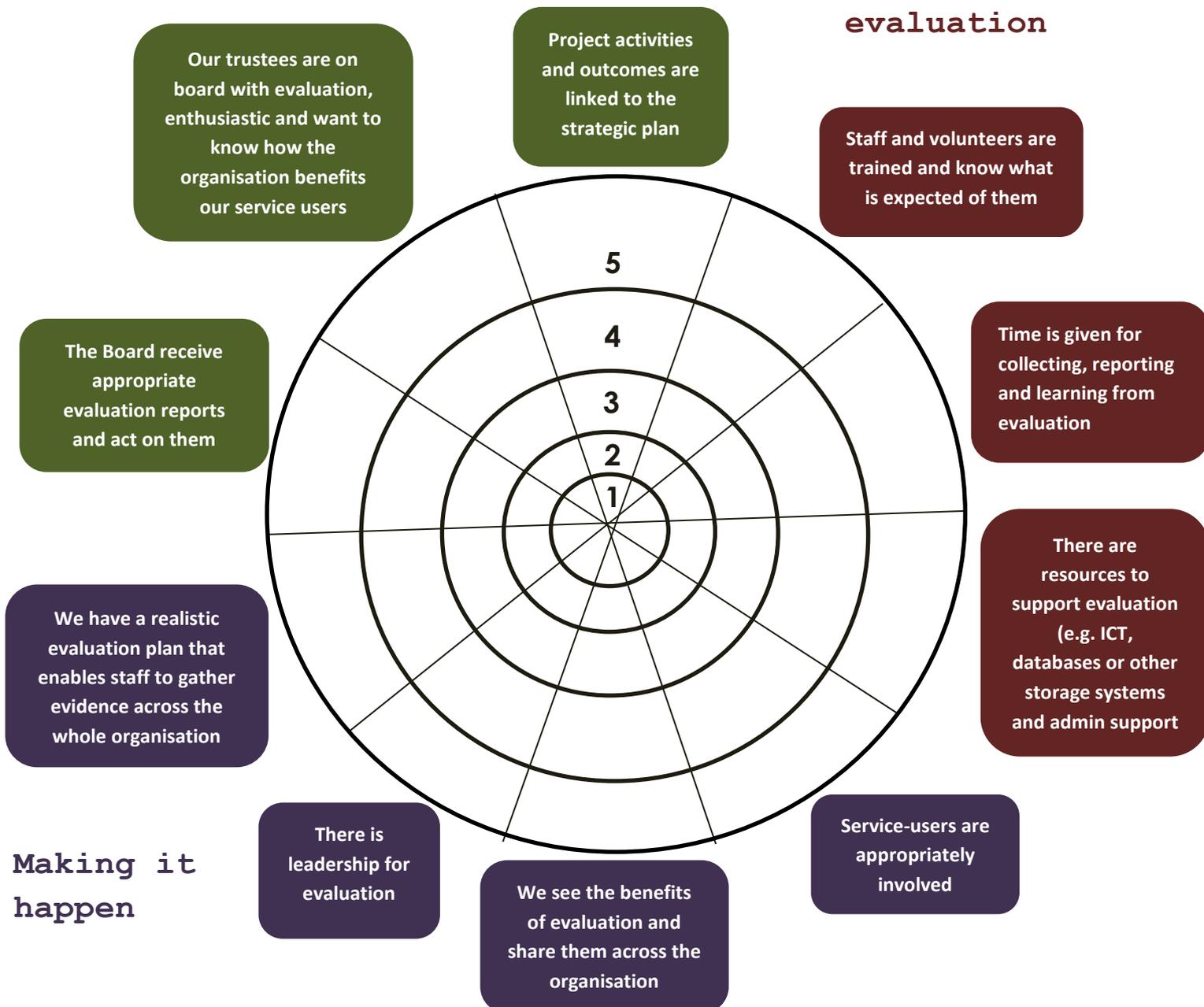
This tool will help you assess how you are getting on with embedding evaluation into your organisation.

Shade in the segments to reflect your performance on each element:
1 = poor, 5 = excellent.

Tips to using this tool to embed evaluation are in [‘Making it stick – A guide to embedding evaluation’](#).

Linking to strategy

Resourcing evaluation



How to use the wheel

The wheel can either be used for personal reflection or to promote discussion. Ask yourselves: how well do we score on each of these elements of embedding evaluation into our organisation?

1 = poor and 5 = excellent: Shade in the segments to reflect your performance on each element so you can reflect on which areas you could improve upon?

Each individual shades the segments to reflect their view of where the organisation (or team) is in relation to each statement.

If used for personal reflection

You should be able to see at a glance where the strengths and weaknesses are. Go to section two for ideas to improve your score.

Also think about how you can engage others in making changes. You can't do it alone! See Section three for our learning around when and how to plan change.

If used for group discussion:

To get a view across the group, ask everyone to fill the wheel in individually and then calculate the total score for each area. You can do this by gathering in the wheels or asking people to record their scores on a flipchart or grid (see next page). To see how different opinions are, look for the highest and lowest scores.

From this picture you should be able to see the areas that are perceived to be stronger or weaker. You can also see where there is greatest divergence of opinion.

Then you can choose to discuss:

- The differences of opinion: why does one person/group think the organisation is strong in a particular area and another that it's weak?
- Why you are so strong in that area: what is helping that to work so well?
- What's the current situation in areas where you are collectively scoring low: What's working well? What can we do together to make it better?

If it helps, go to the [Section two 'Making it stick – A guide to embedding evaluation'](#) for things to think about for each broad area: are any of these helpful for you? What else could you do? You may want to prioritise actions and plan who does what and when. See [Section three](#) for tools to help you to do this.

