

# 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?

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

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### 2. Evidence of process quality

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

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

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

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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?

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### 3. Evidence of impact

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

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

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

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

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

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