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Evaluative Inquiry as a Catalyst for Learning and Change

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Activity 1: Introduction

What did you think or feel as you watched the video?

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What is Evaluative Inquiry?

Evaluative Inquiry (EI) is an organizational learning and evaluation approach that drives individual, team, and organizational learning, generates operational intelligence, and enables continuous improvement and change.

Source: Preskill and Torres (1999)
Activity 2: Focus the Inquiry

Create a problem statement

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Activity 3: Carry Out the Inquiry

Based on your problem statement, what are some of the social learning processes that you could incorporate? Pick one and map out what that would look like (e.g. critical questions, activities, sequencing of topics/dialogue, etc.)

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Definitions of social learning processes are provided for your reference.

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<thead>
<tr>
<th>Social Learning Process</th>
<th>Description</th>
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<tr>
<td>Dialogue</td>
<td>Requires individuals to <strong>collaboratively engage</strong> in a way that honors meaning-making for self and other; approached from a mindset of discovery of ideas rather than argument</td>
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<td>Asking Questions</td>
<td><strong>Interrupts preconceived notions</strong> around a topic, so that improved problem solving and deeper levels of learning might result; can be used to drive other social learning processes</td>
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<td>Reflection</td>
<td>Surfaces and then engages individuals’ in <strong>challenging their theory-in-use; encourages deep and holistic reflection on own and others beliefs, values, assumptions, and knowledge</strong> around a topic</td>
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<tr>
<td>Identifying and Clarifying Values, Beliefs, Assumptions, and Knowledge</td>
<td>Emerge and become <strong>operationalized</strong> as a result of other social learning processes; critical in <strong>disrupting status quo</strong> and in providing greater <strong>understanding and tolerance amongst the collective team</strong> by bringing into awareness why individuals behave or act in a certain manner</td>
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