Evaluative Inquiry as a Catalyst for Learning and Change

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Introduction

WHAT IF I ...
Past vs Future
What is Evaluative Inquiry?

- Dialogue
- Reflection
- Asking Questions
- Identifying & Clarifying Values, Beliefs, Assumptions & Knowledge

Source: Preskill and Torres (1999)
Focus the Inquiry

PAIN

POINT

TRUST
Carrying Out the Inquiry
## Carrying Out the Inquiry

**Individua → Team Learning Outcome – Mindset Shift**

<table>
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<tr>
<th>Outcome Description</th>
<th>Social Learning Processes (Examples)</th>
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| **Mindset Shift (n=8)**
Shift in the epistemological mindset of individuals, around the why and how of needs assessments. Illustrated theory-in-use by increasing intentionality / changing thinking on use. | **Dialogue**
Meaning-making for self and other / Mindset of Discovery of Ideas rather than argument:

> *It was discussing …it was seeing how other people were also using this* and going, “Oh yeah!” Even though I wasn’t checking a sheet, and have the sheet with me; it’s like, “Oh, yeah. I thought about this. I asked these questions. I did this. (D)” (Catherine) |

**Reflection**
Surfaces and engages individuals in challenging their theory-in-use:

> *because it [EI] makes me have to think about it [Needs Assessments]. Otherwise I probably wouldn’t [have] thought about it as much, or I wouldn’t…have it in my head or have it…it was obligating to think about and analyze…(R) ”* and that prior to EI meetings, needs assessments might be viewed as “*really boring…[an] annoying thing that you have to do and so, there for you don’t do it. And really to understand the purpose of why that would change, or why that could shift”* (Francine). |

**Identification and Clarification of Values, Beliefs, Assumptions, and Knowledge**
Emergence allows for disruption of status quo / greater understanding and tolerance amongst collective team:

> *Before, I use[d] my own technique, I use[d] my own assumptions, but I think I figured out there’s other proposals, different techniques people are using. So I think I change[d] my mind a little bit so I start[ed] to…think a bit more about it.”* (Nicholas) |
Carrying Out the Inquiry
Apply Learning

LEARNING by Sharing
reflect in PRIVATE
reflect in a SMALL GROUP
reflect PUBLICLY

Source: Silvia Rosenthal Tolisano – globallyconnectedlearning.com
Conclusion

Attitudes

Beliefs

Convictions