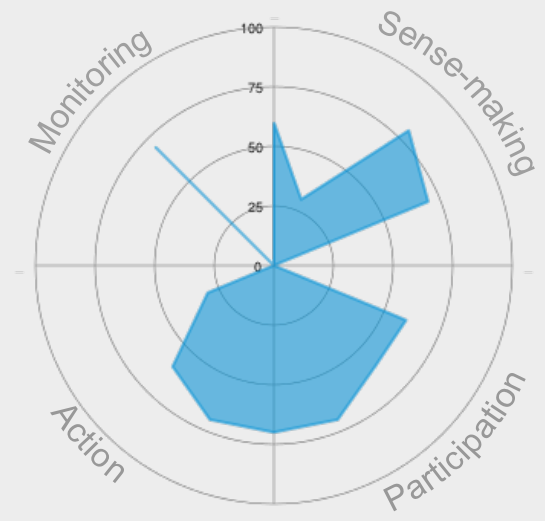


Toolkit results

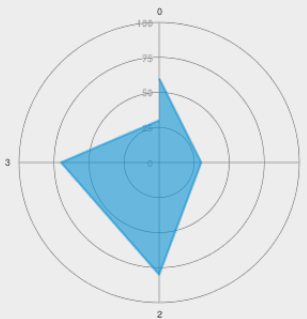
Report generated on 02/10/2013 11:46:18

Results

The Radar Plots show the strength that you have assigned to each variable. Use them as heuristic tools to think through an implementation or integration process. Positive responses extend further out from the centre than negative ones. Look for areas where the responses are closer to the centre. These may tell you that participants cannot make sense, or have not signed up to the innovation. Perhaps they cannot enact it in a way that works for them, or cannot assess its effects and their value. If the responses are positive, the opposite may be true.

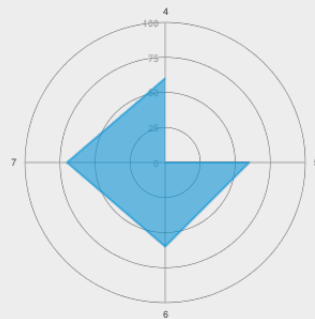


Sense-making



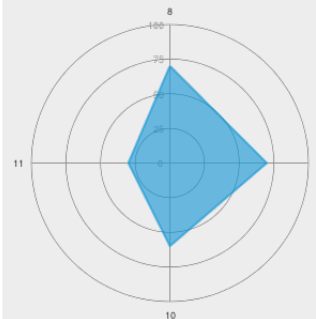
1. Participants distinguish the intervention from current ways of working.
2. Participants collectively agree about the purpose of the intervention.
3. Participants individually understand what the intervention requires of them.
4. Participants construct potential value of the intervention for their work.

Participation



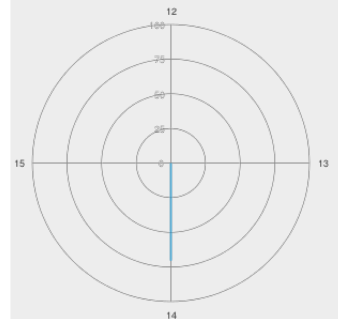
5. Key individuals drive the intervention forward
6. Participants agree that the intervention should be part of their work.
7. Participants buy in to the intervention.
8. Participants continue to support the intervention.

Action



9. Participants perform the tasks required by the intervention.
10. Participants maintain their trust in each other's work and expertise through the intervention.
11. The work of the intervention is appropriately allocated to participants.
12. The intervention is adequately supported by its host organization

Monitoring



13. Participants access information about the effects of the intervention.
14. Participants collectively assess the intervention as worthwhile.
15. Participants individually assess the intervention as worthwhile.
16. Participants modify their work in response to their appraisal of the intervention.