

# The early career evaluator experience research project

Pathways into and up in evaluation

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## **Acknowledgement of country**

We would like to acknowledge the Gadigal people of the Eora Nation, the traditional custodians of this land and pay our respects to the Elders both past and present

# Purpose of the session

- Tell you about our research
- Get your input into the research
  - Data collection – building on our existing data to include your experiences and views
  - Sense-making – incorporating your perspectives and insights in the interpretation of the data
- We also hope the session will help you to:
  - Situate your own experience entering and developing in the evaluation field
  - Meet fellow emerging evaluators and build your support network
- This is a data collection session. **Data that you contribute will be used in our research.** You are welcome to participate in the discussions without contributing any data.

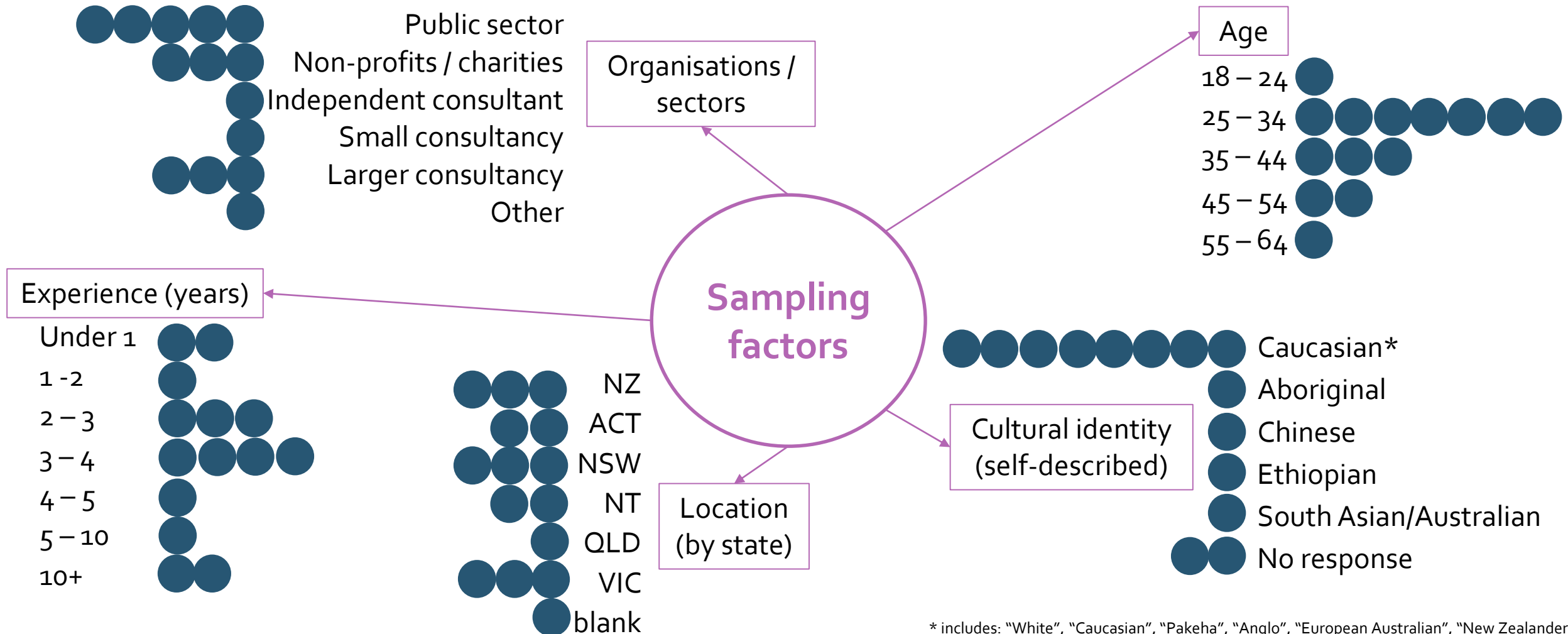
# About the study

- **Who are we:** Early career evaluators undertaking this research in a voluntary capacity and unaffiliated with any organisation
- **Research objectives:**
  - Explore the experiences of early career evaluators in Australia and New Zealand as they enter and develop themselves in the evaluation space
  - Understand the supports and challenges early career evaluators access and contend with
  - Support understanding on the broader supports needed from the evaluation community
- **Research methodology:**
  - Conducted by and with early career evaluators
  - Interviews (July 2019) and this session

# Selecting the interview participants

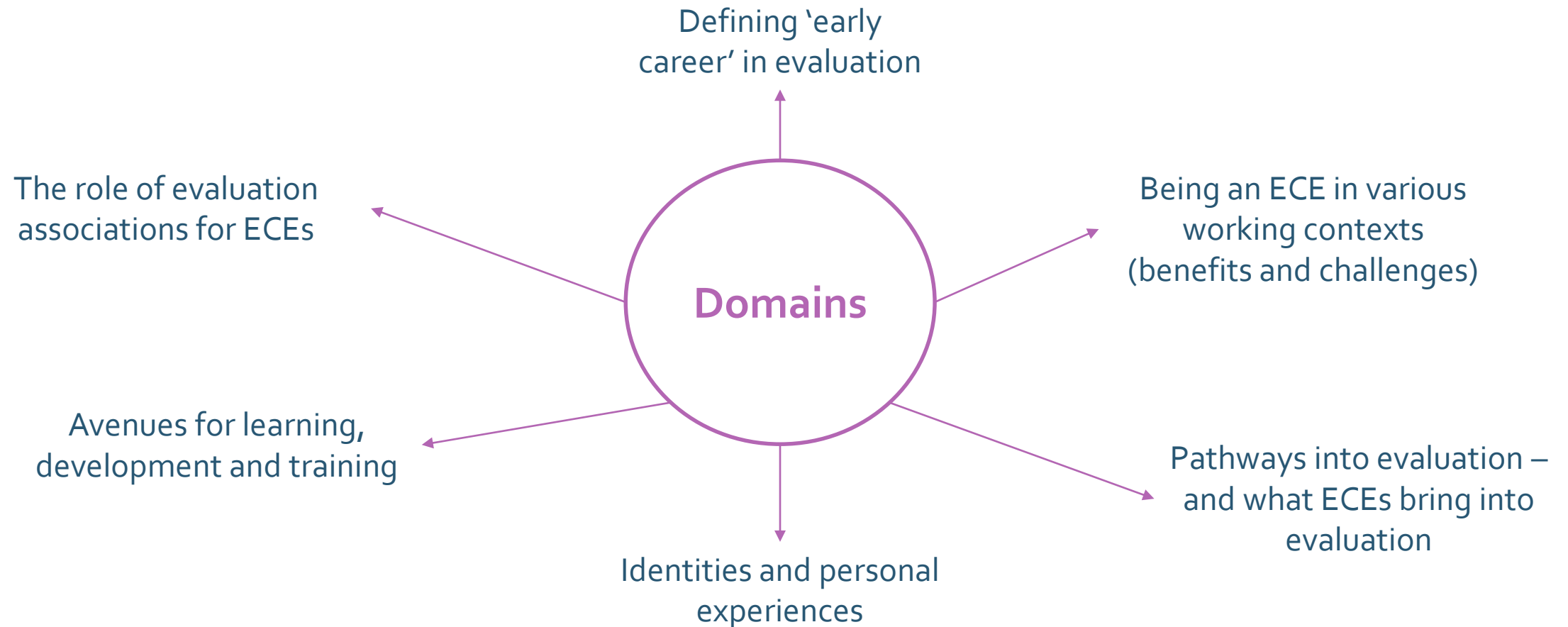
- **Sampling objective:** To represent diverse experiences in evaluation across Australia and New Zealand; Not possible to be representative or generalisable – needed to be achievable within the constraints of the project.
- **Recruitment:**
  - Personal networks, evaluation associations and existing formal networks
  - Screening survey to capture sampling factors
- **Expressions of interest to participate in an interview:** 49 people!
- **Interviewees:** 14 people

# Interviewees



\* includes: "White", "Caucasian", "Pakeha", "Anglo", "European Australian", "New Zealander"

# Overview of what we explored in interviews...



# Sensemaking activity

## What's so → so what? → now what?



Adapted from Jane Davidson, 2010;  
Clear Horizon Consulting's Reflection Workshop, 2018



# Sensemaking activity

## What's so? → so what?

Prompt	Action
<b>What's so?</b>  What's your experience on this topic? Does the evidence represent that? If not, what's missing?	<b>Green dot</b> = agreement  <b>Post-it note</b> = what's missing?
<b>So what?</b>  Across the evidence on this topic, what stood out for you as a key lesson/insight? Why/why not?	<b>Post-it note</b> = key insight and why
<b>Parking lot</b>	<b>Post-it note</b> : questions, ideas, general comments

# Wrap-up

- What we'll do with the data:
  - Workshop input synthesised with interview data
  - Findings will be shared in a report
- Keeping in touch:
  - Emerging findings report (September 2019) available on the AES blog
  - Sign-up sheet for future communications
- Exit slip

## **Now what? (actionable insights)**

Thinking about your key insights from this session, what do you think are valuable next steps for individuals and/or the evaluation community in Australia and/or New Zealand?

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Thanks for coming

Emerging findings report on the  
AES blog:  
<https://www.aes.asn.au/blog/172-5-the-early-career-evaluator-research-project.html>

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