

Confidence for evaluators: The unspoken skill

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My ask

- Engage
- Be open
- Be supportive

Me.

- Started in evaluation in April 2014
- Before that, worked in international education for four years
- Masters in Environmental Studies
- Bachelor of Arts (Anthropology)



Moving Desks exercise

- Small group
- Build-A-Story

“You’d think that moving desks would be simple but sometimes really strange things can happen. For instance, last week I...”

Structure

- Where did this session come from?
- The Raw-Strength Framework
- Framework into action

Origins

New / emerging

Expert



'fuzzy' middle

4. Research Methods and Systematic Inquiry

Within the scope of an evaluation, knowledge and skills in research methods and systematic inquiry are essential for collecting valid and reliable data on which evaluative judgments can be based. This competency covers the knowledge and skills evaluators need to conduct systematic inquiry in an evaluation effort.

Competent evaluators understand and appropriately

- prepare a research design that provides a coherent link to the objectives of the evaluation
- identify appropriate evaluative criteria and measures likely to generate valid findings
- design appropriate sampling methods to maximise learning and avoid bias
- employ valid quantitative methods with rigor, and where possible to statistical confidence levels
- apply the most appropriate qualitative methods for the evaluation context to deepen learning and understanding
- understand the range of methods available and the most appropriate mix of methods for the evaluation

6. Interpersonal Skills

These competencies focus on the interpersonal skills evaluators need to communicate effectively with clients, consumers and other stakeholders in an evaluation.

Evaluators:

- listen for and respects others' points of view
- display empathy
- have the capacity to build relationships with a range of people
- maintain an objective perspective
- use written communication skills and technologies in evaluation practice
- use verbal communication skills to engage with all evaluation stakeholders
- use non-verbal communication skills where relevant and appropriate
- attend to issues of diversity and culture throughout all communication planning and processes
- listen to build confidence and effective representation amongst evaluation participants



I can

't

The real question
is "what isn't
evaluation?"



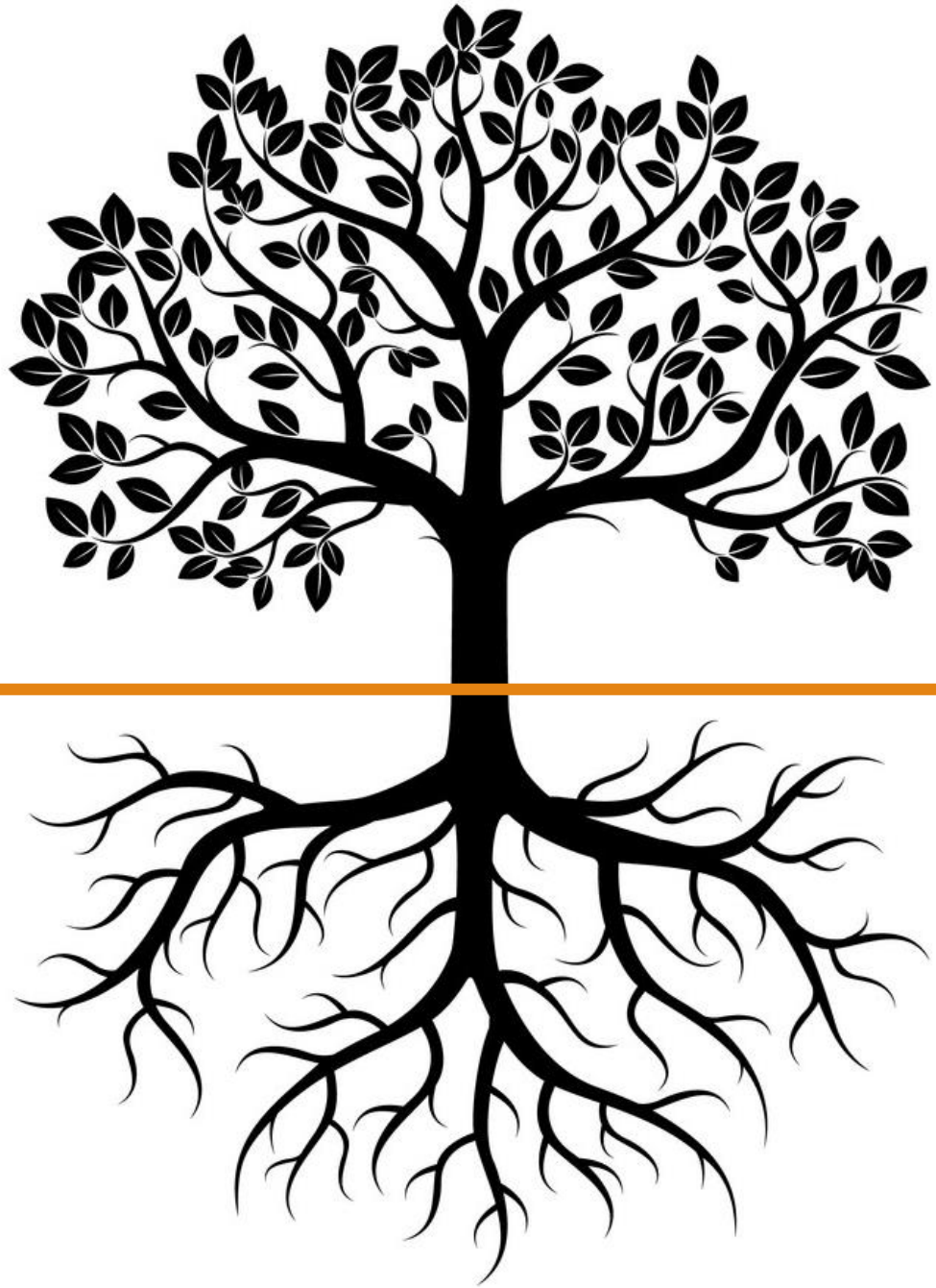
freshspectrum

Raw-Strength

Strength	Raw	Action

The special thing about evaluators...





Evaluation

‘the fall into...’

Pre-evaluation



Strengths

- Take a few minutes and identify **three** areas of strength
- What is something you bring to your role that's different / unique / special / strong?



My strengths

- Country origins and on-farm experience
- International education experience – good at explaining concepts / things from different angles
- Building rapport with clients to enable honest convos

Strengths

- Share in small groups

Strengths

- Anyone want to share out loud?

Rawness

- What in your role causes you to feel uncertain?
- What aspects are anxiety / stress-inducing?
- What do you feel your gaps are as an evaluator?

Raw-Strength

Strength	Raw	Action
	<p>3 x aspects of your role that you feel less confident / anxious about</p> <p>Could be a situation</p>	

My rawness



Rawness

- Briefly share in small groups

Actions

- Preparedness is the key to addressing rawness
- When 'hit' with that situation what can be done in response?
- However, the emerging evaluator study highlighted the influence of 'unknown unknowns'?

Network to problem solve

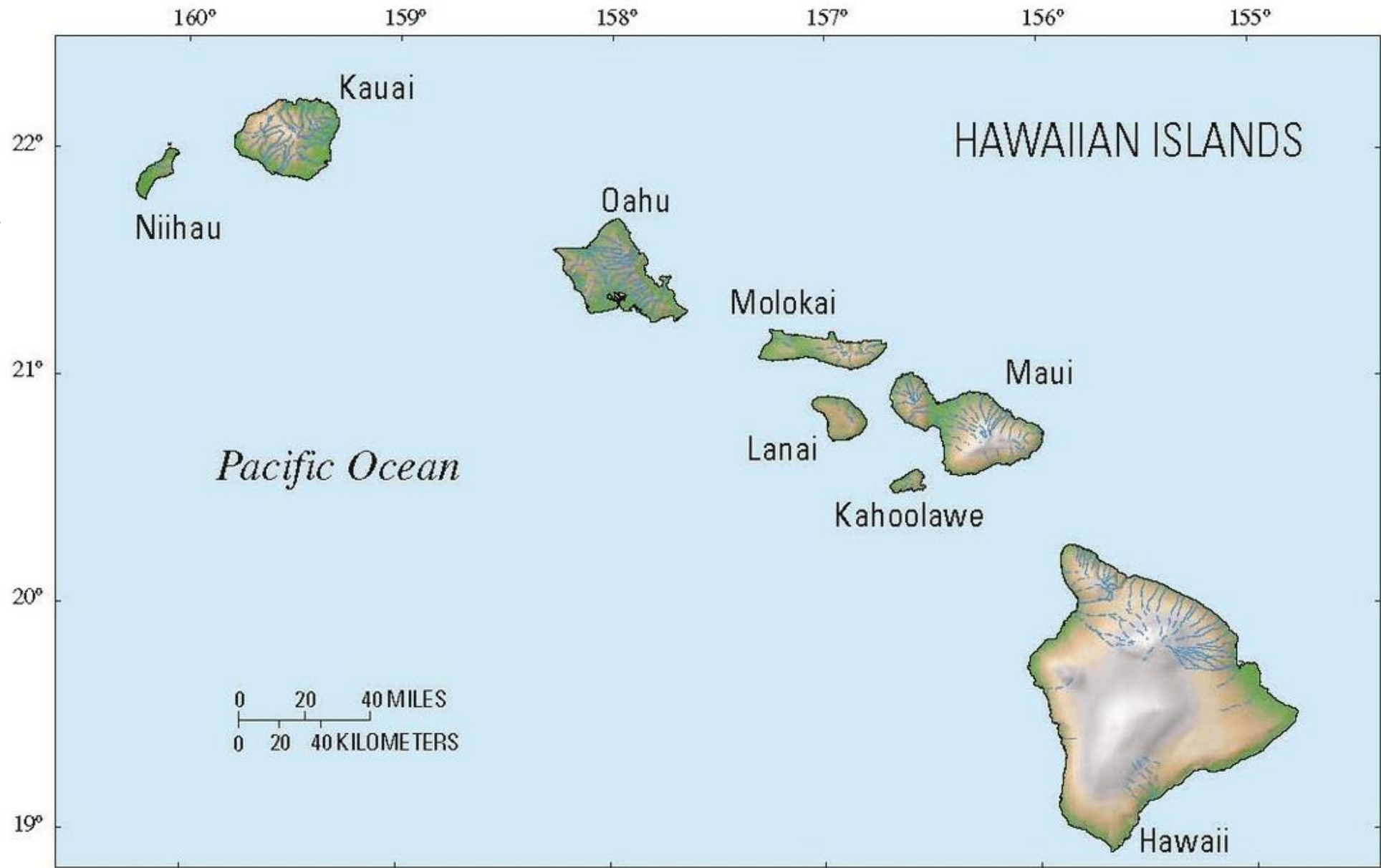
- Stand up, take your R-S Framework and find someone else in the room you don't know
- Share one of your rawness statements and ask their opinion / view on an action that could address it
- Do this for your three statements

Addressing my rawness

- Don't hide
- Plant your feet
- Take your points – halve them







Thank you for participating!

Connect with me!

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