Understand your impact culture

This worksheet will help you understand where your organisation or team have the knowledge, attitudes, and behaviours of an impact culture and where you need to improve.

## What is your impact culture?

Impact practice isn’t just about data collection. You need to create a culture where people are committed to using data to continuously learn and improve. The table on page 2 helps you understand the kind of knowledge, attitudes, and behaviours you need to have in place.

### Instructions

1. Look at impact culture table below and think about how it applies to your programme team or organisation.
2. **Ask yourself, which of these is my programme team / organisation doing already and mark your score on a scale of 1-3** (1 being not true, 2 being partly true and 3 being fully true of your programme team / organisation).

Whilst doing this think about:

* + Can you think of real examples for each area that have happened in our programme team / organisation?
  + Where do we still have the most work to do? What are the opportunities to change this? What barriers are you currently facing?
  + What could this change look like in practice? Who do you need to involve / get buy-in from?

1. **Choose one area you would like to improve and highlight one action you are going to take to do this.**
2. **Share this with others.** You could use this in one of your regular team meetings to discuss the elements of an impact culture. Ask people to think about how the programme team or organisation could pursue this way of working.

## Reviewing your impact culture

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| **Knowledge** | **Score (1-3)** | **Attitudes** | **Score (1-3)** | **Behaviour** | **Score (1-3)** |
| Have a complete understanding of your mission and how you plan to achieve this. |  | Believe in, and be committed to, improving your programme or service. |  | Seek ways in which things could be improved. |  |
| Understand how impact measurement can contribute to the objectives of the organisation/programme/service. |  | Be willing to change and adapt how things are done in order to achieve your mission. |  | Collect and enter good quality, impartial data. |  |
| Understand the organisation/programme/service’s particular impact measurement priorities. |  | Be curious about what the programme or service is achieving and whether this can be improved. |  | Share results and learning honestly. |  |
| Understand your own role in impact measurement. |  | Want to share what you learn with others. |  | Discuss results with others. |  |
| Have the right analysis and interpretation skills for your role. |  | Accept failure without blame. |  | Try to see things from the perspective of intended beneficiaries. |  |
|  |  |  |  | Change what you do as a result of learning. |  |

## Next steps

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| **Which area(s) are you going to focus on improving going forward?** | **What one action are you going to take to improve this?** | **Deadline** |
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