GROUP EXERCISE 12

*Purpose: Assess your collaborative’s current tolerance of the learn-by-doing approach and consider how to increase your skills, capacity and support for this method.*

1. Individually reflect on your collaborative’s current evaluative culture. On a scale of 1-5, where 1 is ‘not at all’ and 5 is ‘frequently’, rank the below questions on how well you do:

* Deliberately seek evidence on how you are progressing against your goals?
* Make time to engage in genuine dialogue at the table to make sense of the results?
* Use the results to make strategic decisions, including supporting various initiatives?
* Support trying innovative approaches and tolerate learning from mistakes?
* Access appropriate tools to support learning?

1. Compare your answers with other group members. On average, how advanced is the collaborative’s culture already on supporting the Learn by Doing approach?
2. What will you do differently to build a stronger tolerance of and support for an evaluative culture? (Hint: Refer to the ‘Dip’ list in the Resources section)