



Evaluation + Culture = Change

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RIPL Data Boot Camp 2021



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CULTURE

Shared set of basic assumptions learned by a group in the process of solving problems which, having been successful, are taught to other members.

Chat Discussion:

What does a culture of evaluation look like?

Under the best possible circumstances, what does it look like, feel like, sound like at your organization if everybody gets it about measurement, evaluation, and assessment?



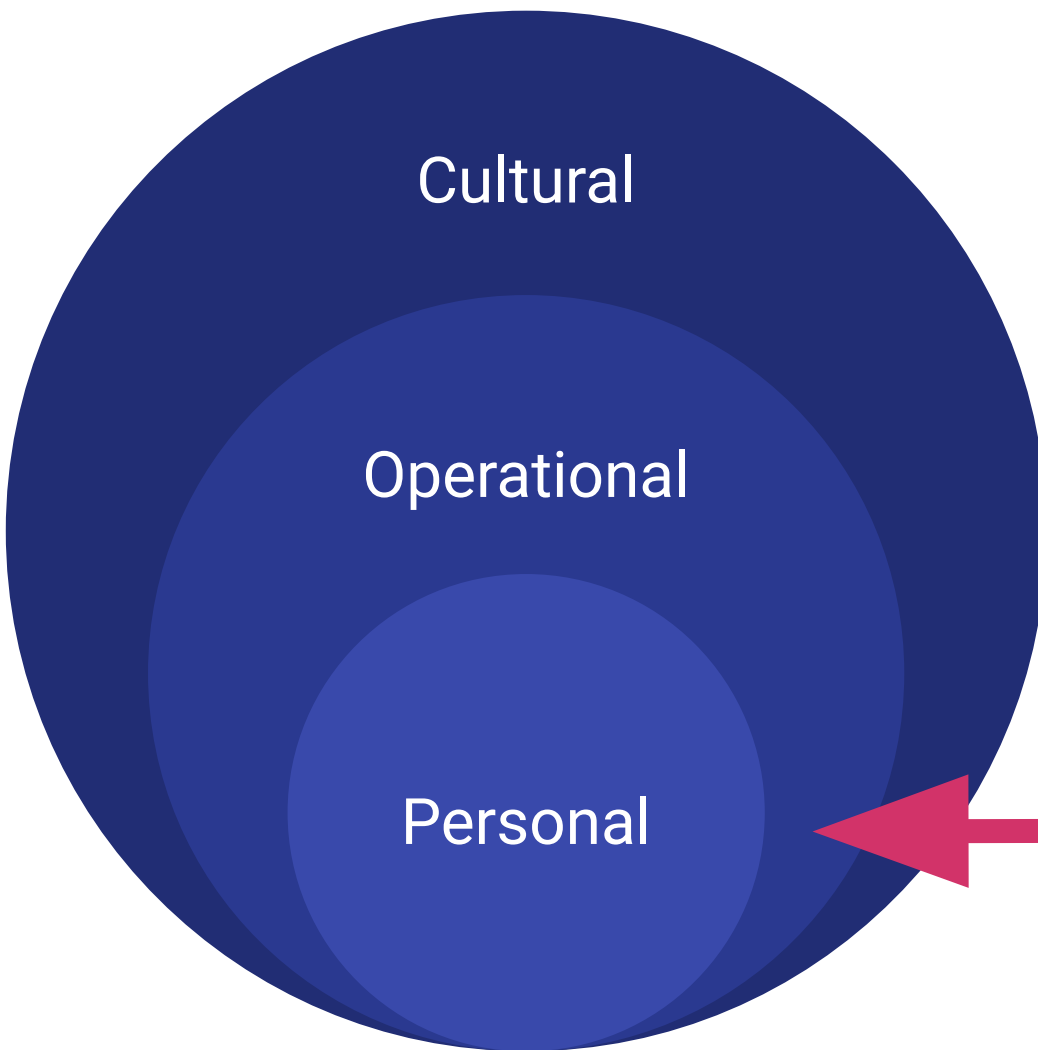
Poll:

Where are the gaps?

What are the biggest gaps in your organization between the ideal and where you are now?

Choose as many as you like. If you think of others, put them in the chat.





Cultural

Operational

Personal



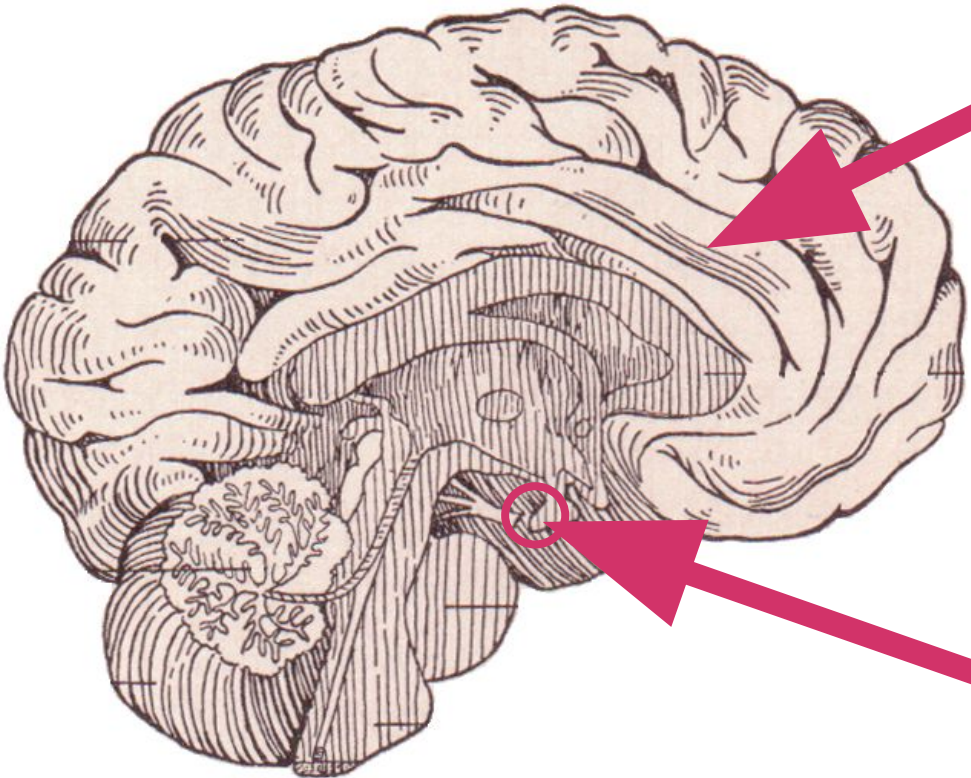
Understanding
Resistance to Change



Change is fundamentally
emotional.



frontal lobes
cerebral cortex



amygdala
limbic system

AVOID threats to:

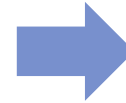
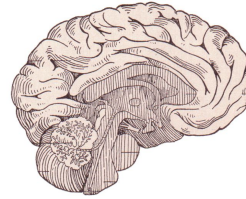
Status

Certainty

Autonomy

Relatedness

Fairness



SEEK rewards of:

Status

Certainty

Autonomy

Relatedness

Fairness

SCARF: a brain-based model for collaborating with and influencing others

Status - rank, expertise, experience

Certainty - predictability

Autonomy - agency, control

Relatedness - belonging, acceptance

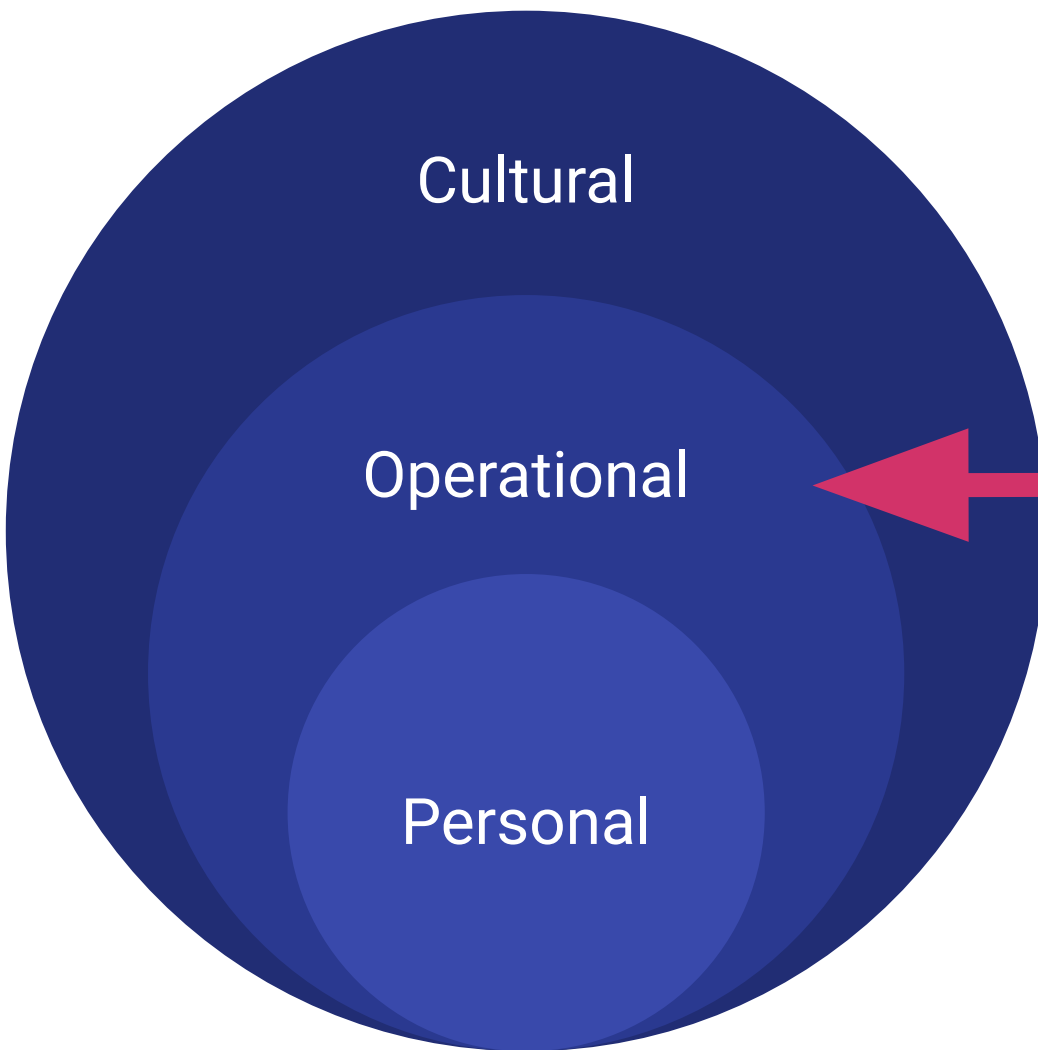
Fairness - justice, transparency

Activity:

Why is evaluation threatening?

<https://bloominglibraries.com/WhyIsEvaluationThreatening>

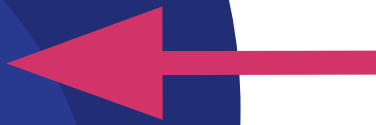




Cultural

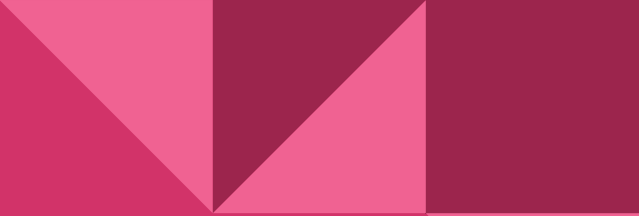
Operational

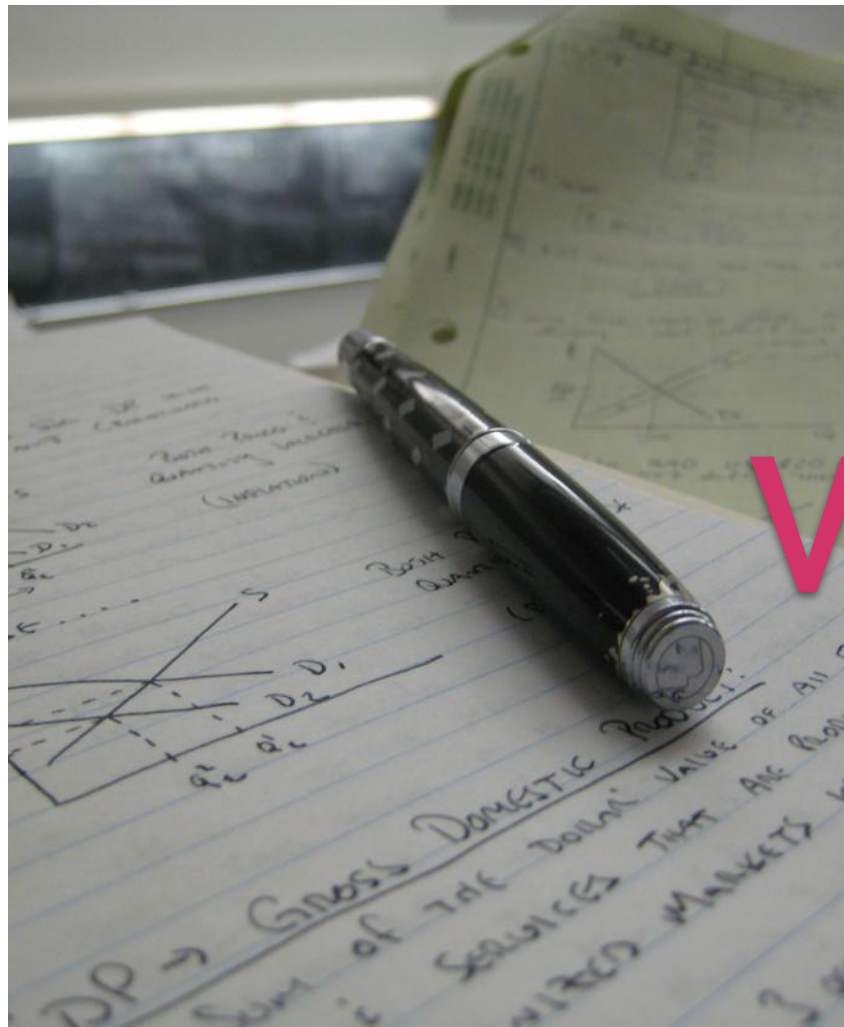
Personal



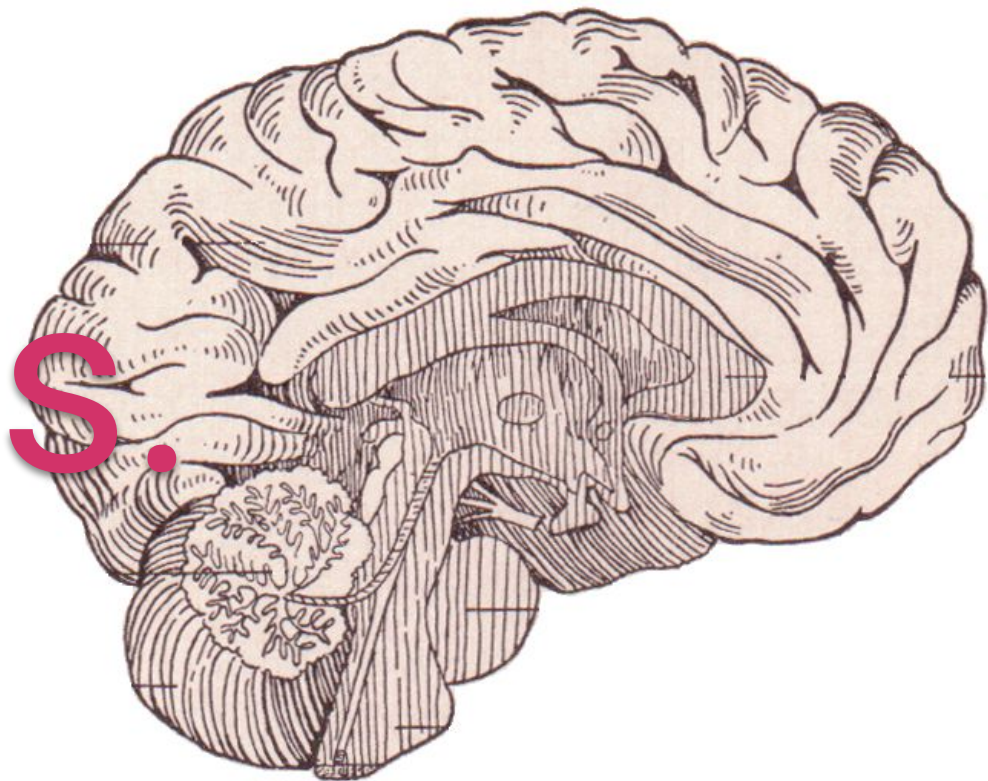
Change Management
Fundamentals

Understanding
Resistance to Change

- 
- The top right corner of the slide features a decorative arrangement of overlapping triangles in various shades of pink and magenta, creating a modern, abstract geometric pattern.
- Selling the problem
 - Change starts with endings
 - The messy middle
 - Find early success



vs.

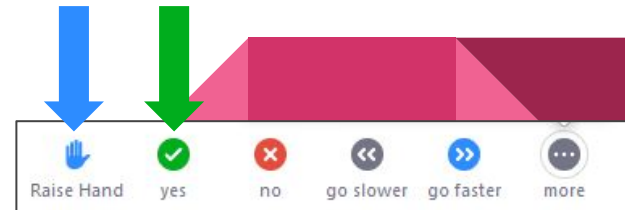



Breakout Activity:

How do you convince people that we provide better service when we take time for evaluation?

<https://bloominglibraries.com/EvaluationElevatorPitch>

Come up with an elevator pitch – a 30-second statement that convinces people they should care about evaluation.

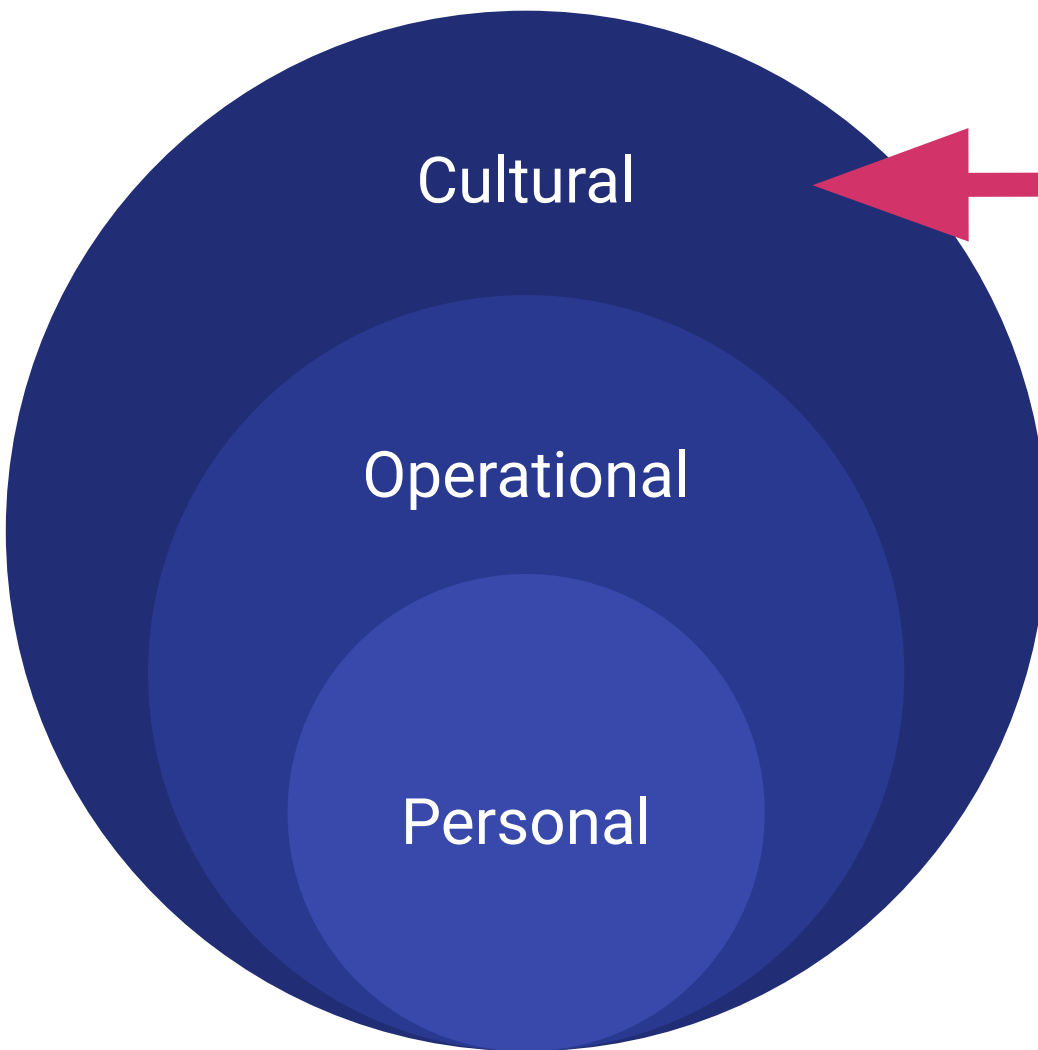


- 
- Selling the problem
 - Change starts with endings
 - The messy middle
 - Find early success

To Do
LIST

▶ Everything!

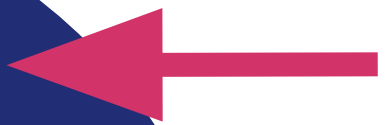




Cultural

Operational

Personal



Strategies for Fostering
Culture Change

Change Management
Fundamentals

Understanding
Resistance to Change

CULTURE

Shared set of basic assumptions learned by a group in the process of solving problems which, having been successful, are taught to other members.

Chat Discussion:

How can you remove obstacles to evaluation?

What things can you do to make the process of gathering or using data self-reinforcing?



Reflection:

What are three things you can do to help foster a culture of evaluation at your organization?

When you're done, click the green checkmark for "Yes" at the bottom of your participants box.

