Analyzing Discovery Information

# Purpose:

This activity is designed to help Culture Change Coalition members to analyse information collected in Discovery in order to determine what strengths exist within a group or organization and document what is happening when positive actions are taking place. This information is critical in Dream phase to make sure that the visions created for the group or organization’s ideal future are grounded in already existing strengths.

# Materials:

* Copies of the Discovery information (this could be summarized survey data, interview or focus group transcripts, art pieces). This should also be circulated to the group in advance of the meeting.
* Discovery Information Analysis form (if necessary).
* Medium or large sized sticky notes
* Pens/markers
* Chart paper or whiteboard

# Instructions:

1. Depending on the size of the group, break participants into small groups of 3-5. You may also choose to work together as a large group.
2. Circulate copies of the Discovery information to be analyzed. Ask coalition members to read through the information prior to the meeting if possible.
3. If working in small groups, ask each group to adopt the perspective of a target Discovery group (e.g. residents/clients, family members, staff).
4. Ask each group to go through the data, and make short notes based on the following questions. The findings can be recorded on separate medium or large sized sticky notes (which are then transferred to a piece of chart paper which has the questions listed, or fill out the Discovery Information Analysis Chart template included in the toolkit.
   1. What does this information tell us about what an **ideal care experience** would look like for **[target Discovery group]**?
   2. What does this information tell us about **what is working well?** What do people feel most proud of?
   3. **What is going on when things are going well?** (e.g. how do people feel, what are they doing, how are they treated, etc.).
   4. After reading this information, what **recommendations** would you make? What should happen more? What might need to change?’
   5. What else would you like to share related to what you read in the data/transcript (e.g. key ideas that stick with you) or about your personal experience analyzing the information (e.g. what the analysis experience was like for you, what you felt as you read through the transcript/images/survey information, etc.)?
5. Once each group has gone through the data, ask a spokesperson from each group to share the notes made for each question. Ask the larger group of additional comments or perspectives on the analysis.
6. The moderator or facilitator should take careful record of the analysis. After the meeting, these analysis notes should be placed into a chart (See the toolkit for a template for a Discovery Analysis Table Summary). At your next meeting, ask coalition members to review the chart to ensure that they are comfortable with the way that the Discovery information was analysed. Once this is finalized, move through to the next set of information and repeat the process until completed.

**Remember:** it is important to have a set of analysis that is well organized, easy to read and accessible to members of the Culture Change Coalition. The insights from this analysis will be used to inform the third ‘Dream’ phase of the Appreciative Inquiry process.