Sample Completed Discovery Analysis Table

The table below contains partial analysis from a single discovery focus group completed at one of the Partnerships in Dementia care Culture Change Coalitions. You can see what short notes coalition members made in reference to the information they had collected in the first part of Discovery.

This information placed in this chart is taken from notes taken at a Culture Change coalition meeting. In the Dream phase of the Appreciative Inquiry process, the group refers to these tables (and others from other focus groups, interviews, survey data etc) in *Dreaming* about an ideal care future for their group or organization to ensure that the vision they craft is in line with existing strengths at their organization. In short: these organized tables are critical to drafting Aspiration Statements—a critical goal of the Dream phase.

|  |  |
| --- | --- |
| **[Discovery Group and Method] e.g. Staff Focus Group Data:**  **Data analysis [Culture Change Coalition Name]** | |
| **Question 1**: What does this information tell us about what an ideal care experience would look like for: | **Question 2**: What does this information tell us about what is working well? What do people feel most proud of?  **Question 3**: What is going on when things are working well (e.g., how do people feel, what are they doing, how are they treated, etc.). |
| **STAFF (the ideal work environment / job)** | **STAFF** |
| Teamwork and support | Teamwork (unity across all levels) |
| Knowing you make a difference | Commitment to quality initiatives |
| Building strong relationships | Honest communication |
| Adequate funding | The family culture |
| Being appreciated /showing appreciation | Friendships |
| Sharing knowledge | Socially responsible |
| Having fun and laughing together | Pride |
| Having an understanding management | Feeling satisfied |
| Dedicated staff space | No fear or judgment |
| Being treated fairly | Respected (staff) |
| A non-threatening environment | Feel happy and energized |
| Equipment | Learning and education (sharing knowledge with each other) |
| Being valued by all and feeling like a family | Partnerships (staff, family, residents and community) |
| Opportunity for learning and education | Diverse culture |
| Follow up (action being taken and action being shown – transparency in the process) | A strong commitment to care |
| A culture that embraces diversity | Being available and responsive |
| Awareness of each other’s jobs and responsibilities | Staff enjoys working with residents and seeing them happy |
| Spending more time with residents |  |
| More compromise among staff |  |
| For management to ask for staff feedback |  |
| Helping each other |  |
| Feeling engaged / connected with the residents and their families |  |
| **FAMILY MEMBERS (the ideal care environment)** | **FAMILY** |
| Having fun and laughing | Open door policy and communication |
| Supporting and embracing cultural needs | Humour and laughter |
| Staff are attached to the residents | Intergenerational family fun (e.g., strawberry social) |
| Being able to engage with the outdoors | *Staff being available and responsive* |
| **RESIDENTS (the ideal care environment)** | **RESIDENTS** |
|  | Feel trusted |
|  | Feel respected |
|  |  |
| **COMMONALITIES BETWEEN STAFF AND FAMILY** |  |
| Respect |  |
| Sufficient staff and time |  |
| Flexibility in the way care is delivered |  |
| Having a voice in decision making |  |
| **COMMONALITIES BETWEEN FAMILY AND RESIDENTS** |  |
| Opportunities for meaningful *and inclusive* leisure |  |
| **COMMONALITIES BETWEEN STAFF, FAMILY, AND RESIDENTS** | **COMMONALITIES BETWEEN STAFF, FAMILY, AND RESIDENTS** |
| A clean, safe, and comfortable environment | *Opportunities for mutual engagement* |
| Open communication (listening) |  |
| *Bonding / mutual engagement through special events* |  |
| *Building friendships* |  |