Identifying Themes in Discovery Analysis

# Purpose:

To identify major themes which have emerged from Discovery analysis and to sort analysis into these themes for use in creation of Aspiration Statements.

# Materials:

* Copies of Discovery Analysis tables
* Pens/paper
* Markers/chalk
* Whiteboard/chalkboard or flip chart paper

# Instructions:

OPTION 1:

1. Distribute a copy of the Discovery analysis tables to each member of the Culture Change Coalition. Depending on the size of your group, and the amount of analysis, ask coalition members to break into small groups and to review a section of the analysis tables. It might be useful to have each small group examine analysis information related to a single Discovery participant group (e.g. residents/clients, staff, family).
2. Ask each group to identify any recurring themes that emerge within the analysis. Explain that these themes should be about broad definitions of strengths that have emerged in the analysis.

**Examples of strengths based themes emerging from Discovery analysis:**

Feeling a sense of community/having close relationships

Feeling valued and respected

Being informed

Having a comfortable, safe and engaging space

1. Explain that once identified, these themes will be used to re-sort Discovery Analysis and then as the foundation for the creation of Aspiration Statements.
2. Ask a representative from each small group to share their findings with the whole Culture Change coalition by writing them on a chalk/white board or on flip chart paper.
3. Ask the rest of the group to reflect on the emerging themes. Note any strong similarities or differences in emerging themes between the groups. You will likely find a strong degree of overlap in many areas.
4. Depending on the number of themes that emerge, ask the group to discuss narrowing the number of themes to between 3-6 major themes. Each of these themes will provide the inspiration for one or more aspiration statement—so it is important that there are not too many.
5. Ask the group to consider whether there are any new themes not seen in the data so far.
6. Together, the group should reach consensus on the dominant themes which have emerged in the Discovery analysis.
7. Record these themes for use in the Sorting Discovery Analysis activity.

OPTION 2:

1. Culture Change Coalition members may prefer that a representative from the group make an attempt at identifying themes from within the Discovery analysis, and then bringing these themes for the group to review. If this is the case, ask a coalition member volunteer to generate 3-6 possible themes after reviewing the Discovery analysis and to bring these themes to a Culture Change Coalition meeting.
2. Distribute a copy of the Discovery analysis tables to each member of the Culture Change Coalition. Share the prospective themes with the entire Culture Change Coalition and ask for feedback. Ask the group to review whether there are major ideas or themes which have not been captured in the list of themes.
3. Ask the coalition to edit or make suggestions for altering the wording on these themes if necessary. Ask the group to consider whether any Discovery participant group or other voice may not be heard through this grouping, and if so, to suggest alterations to the themes so that this can be remedied.
4. Depending on the number of themes that emerge, ask the group to discuss narrowing the number of themes to between 3-6 major themes. Each of these themes will provide the inspiration for one or more aspiration statement—so it is important that there are not too many.
5. Ask the group to consider whether there are any new themes not seen in the data so far.
6. Together, the group should reach consensus on the number and wording of themes which have emerged in the Discovery analysis.
7. Record these themes for use in the Sorting Discovery Analysis activity.