

# Developing a Culture of Evaluation

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Embedding Evaluation

# 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.



Daniel Rodriguez - <https://www.flickr.com/photos/drodphoto/8920528844/>




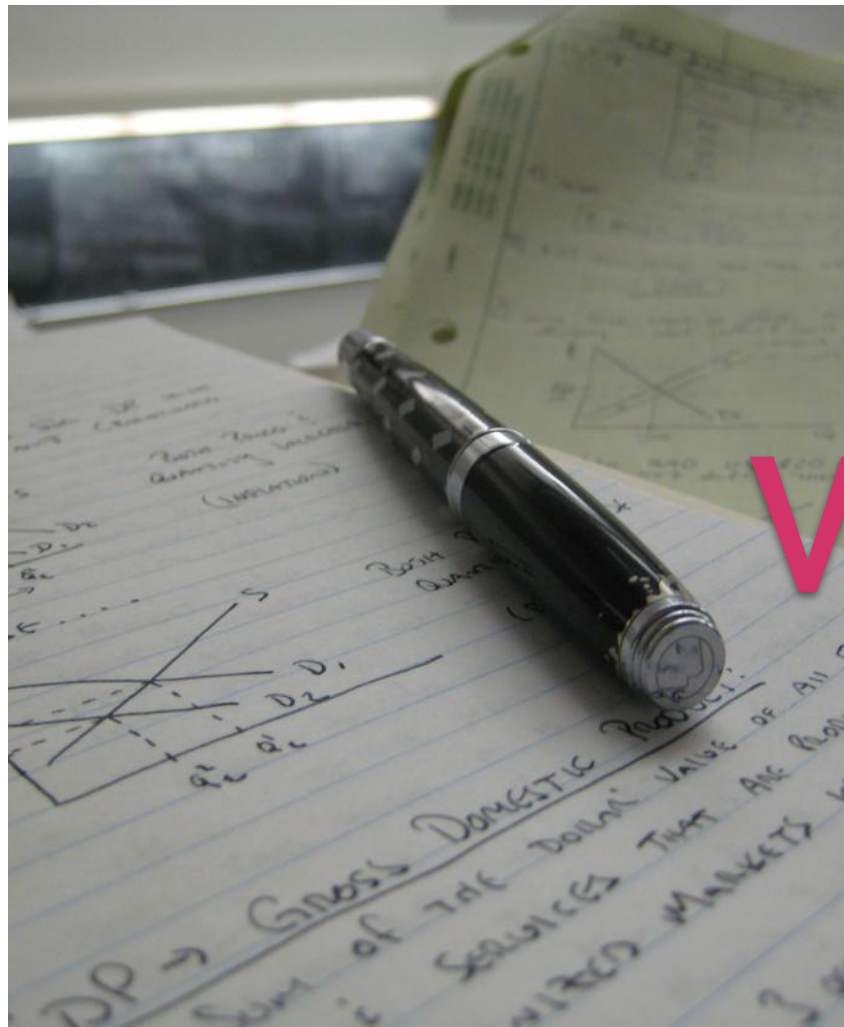
Threats

Nick Olejniczak - <https://www.flickr.com/photos/nicholasjon/4498088305/>

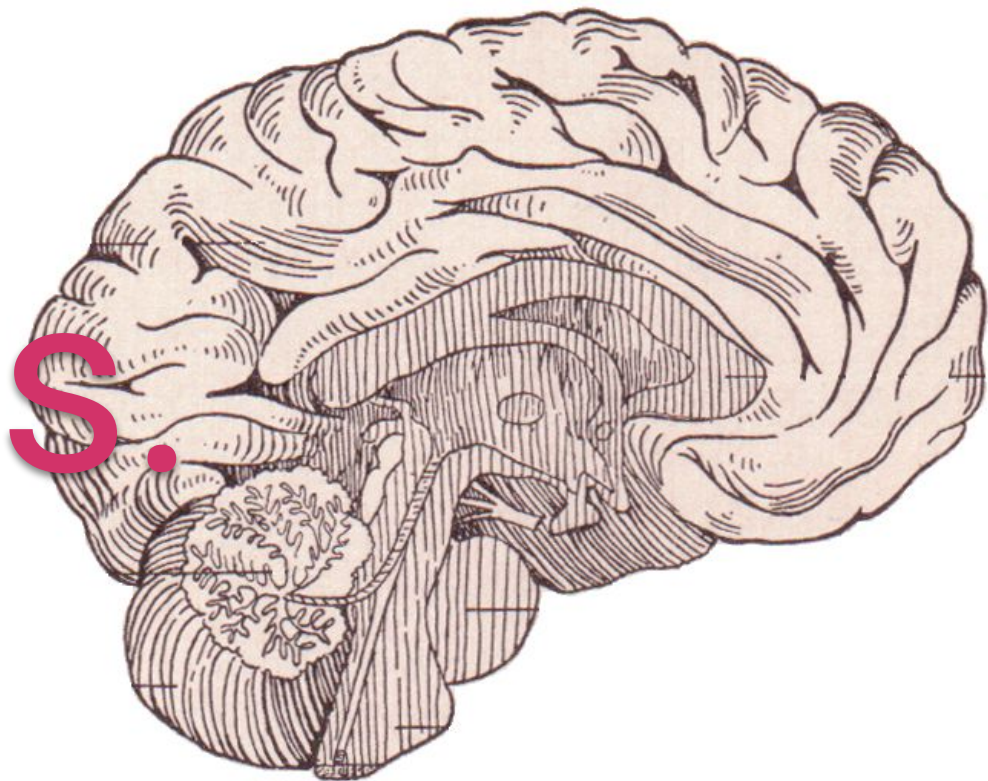


Time

- 
- Selling the problem
  - Change starts with endings
  - Dealing with ambiguity
  - Following through



vs.



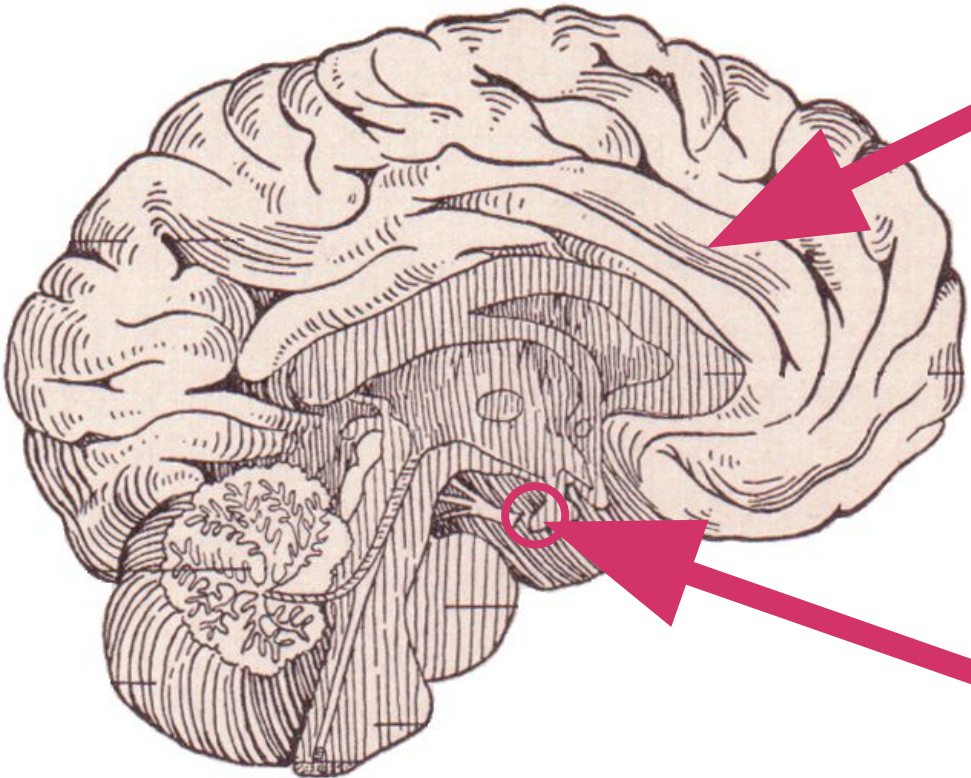


Change is fundamentally  
emotional.





frontal lobes  
cerebral cortex



amygdala  
limbic system

## **AVOID threats to:**

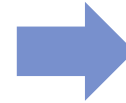
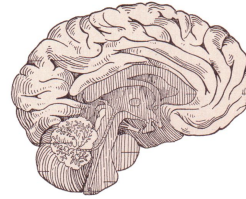
Status

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://padlet.com/lynnhoffman/WhyIsEvaluationThreatening>





How can you make evaluation  
less threatening?

To Do  
LIST

▶ Everything!





How can you remove obstacles  
to evaluation?





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