FINDING YOUR SPACE —

THE PSYCHOLOGICAL, ORGANISATIONAL AND POLITICAL DYNAMICS OF BEING A RESILIENT EVALUATOR

KIM GREY, JOHN STONEY, SAMANTHA MAYES, RUTH NICHOLLS

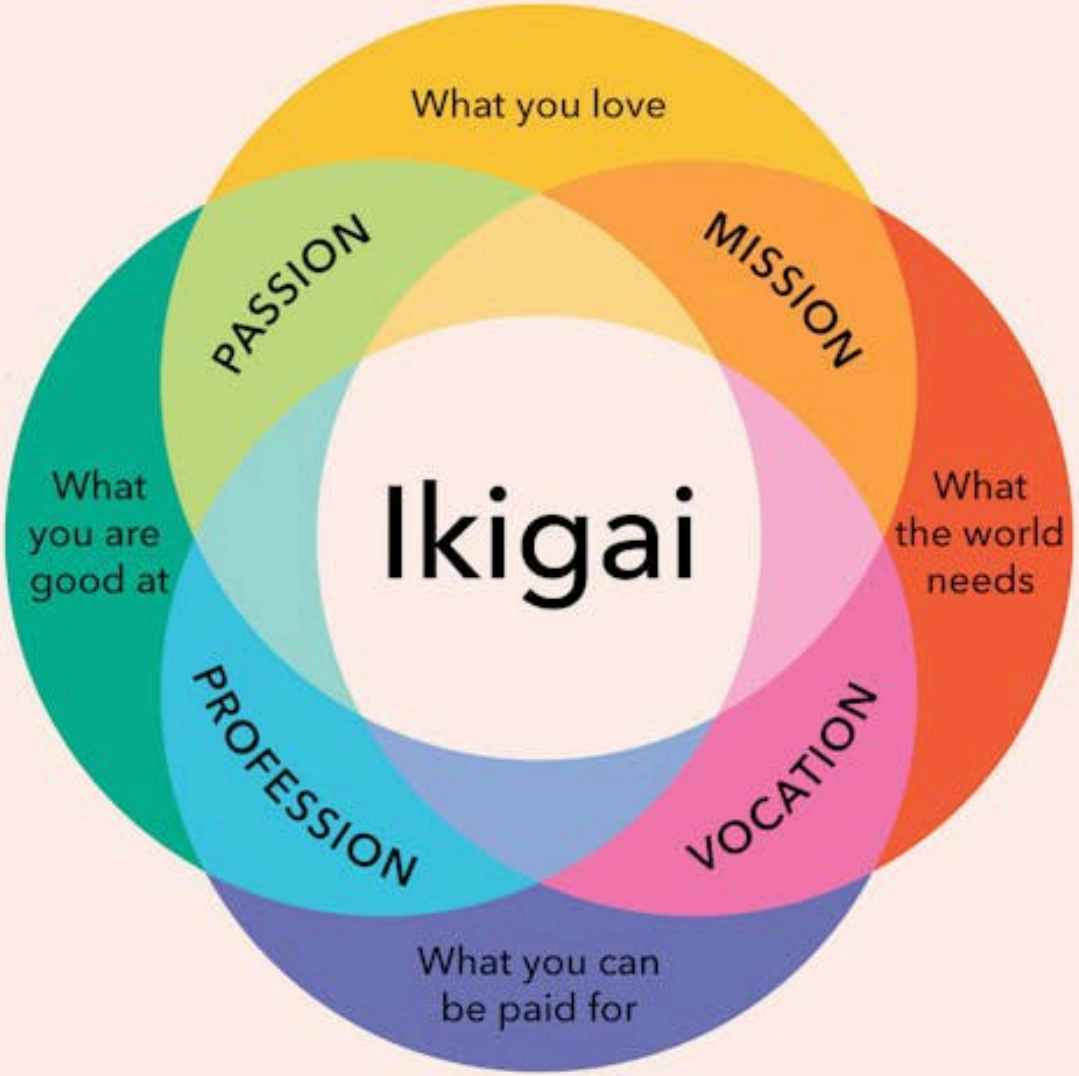


NGUNNAWAL COUNTRY



NO MAN IS AN ISLAND

MEDITATION XVII
DEVOTIONS UPON
EMERGENT OCCASIONS
JOHN DONNE



FINDING YOUR IKIGAI

SOURCE: IMPROVE YOUR LIFE WITH THE 10 RULES OF IKIGAI - PENGUIN BOOKS AUSTRALIA

I'm going to hand the meeting over to our evaluator Kim.

For those of you who don't want your realities shaken, I suggest closing your eyes and putting your fingers in your ears.





SOURCE: 128 EVALUATION CARTOONS FOR PRESENTATIONS AND BLOG POSTS


EVALUATOR RESILIENCE



SIGN POSTS AND WAYFINDING

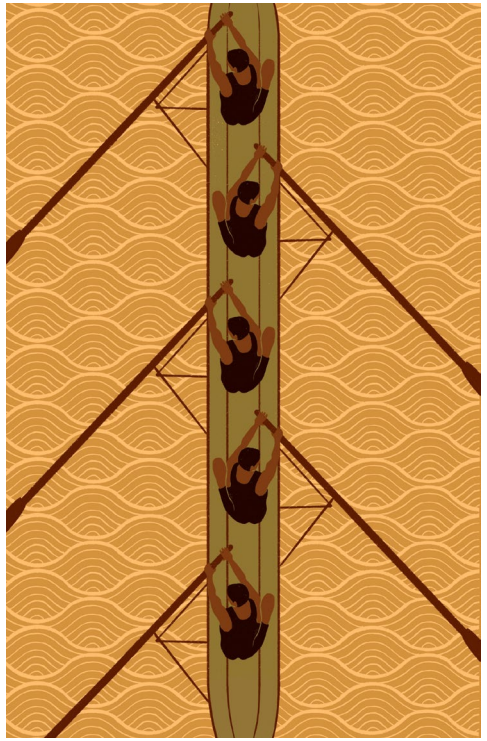
In our journey, we might draw on

- Collaboration
- Resilience
- Adaptability
- Self-care

COLLABORATION & WISDOM OF ELEANOR CHELIMSKY

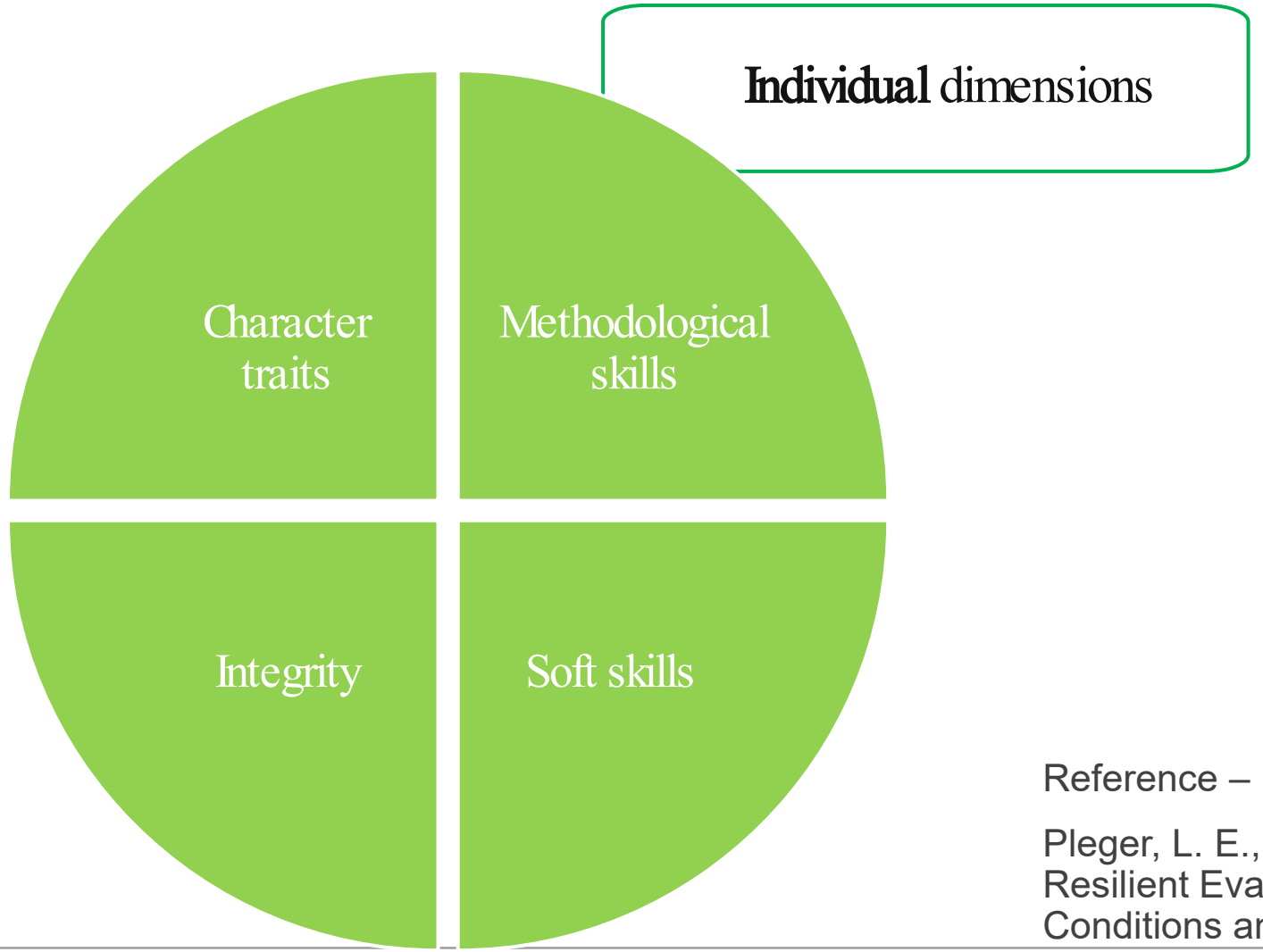
"Evaluators need to understand our context if we are to win allies and fit in"





"But, For evaluation to truly belong in a place that matters to us, we need to rock the boat – so, along with our fellow travellers, we can continue to speak truths and pursue our shared goals."

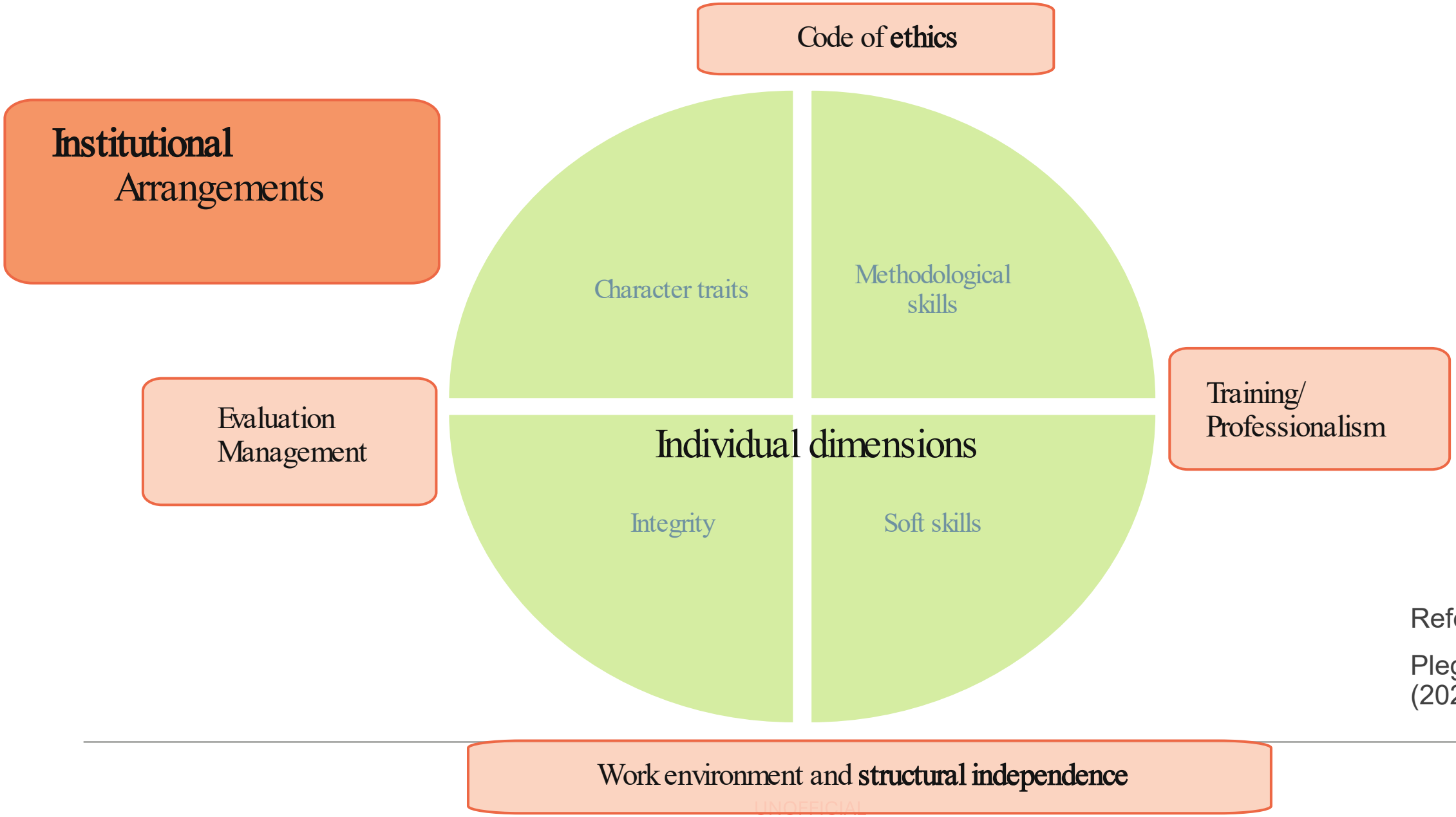
Model of evaluator resilience



Reference –

Pleger, L. E., & Leeuw, F. L. (2021). Resilient Evaluators: Characteristics, Conditions and Prospects.

Model of evaluator resilience



Reference –

Pleger & Leeuw, (2021).

UNOFFICIAL



CYCLES & SEASONS

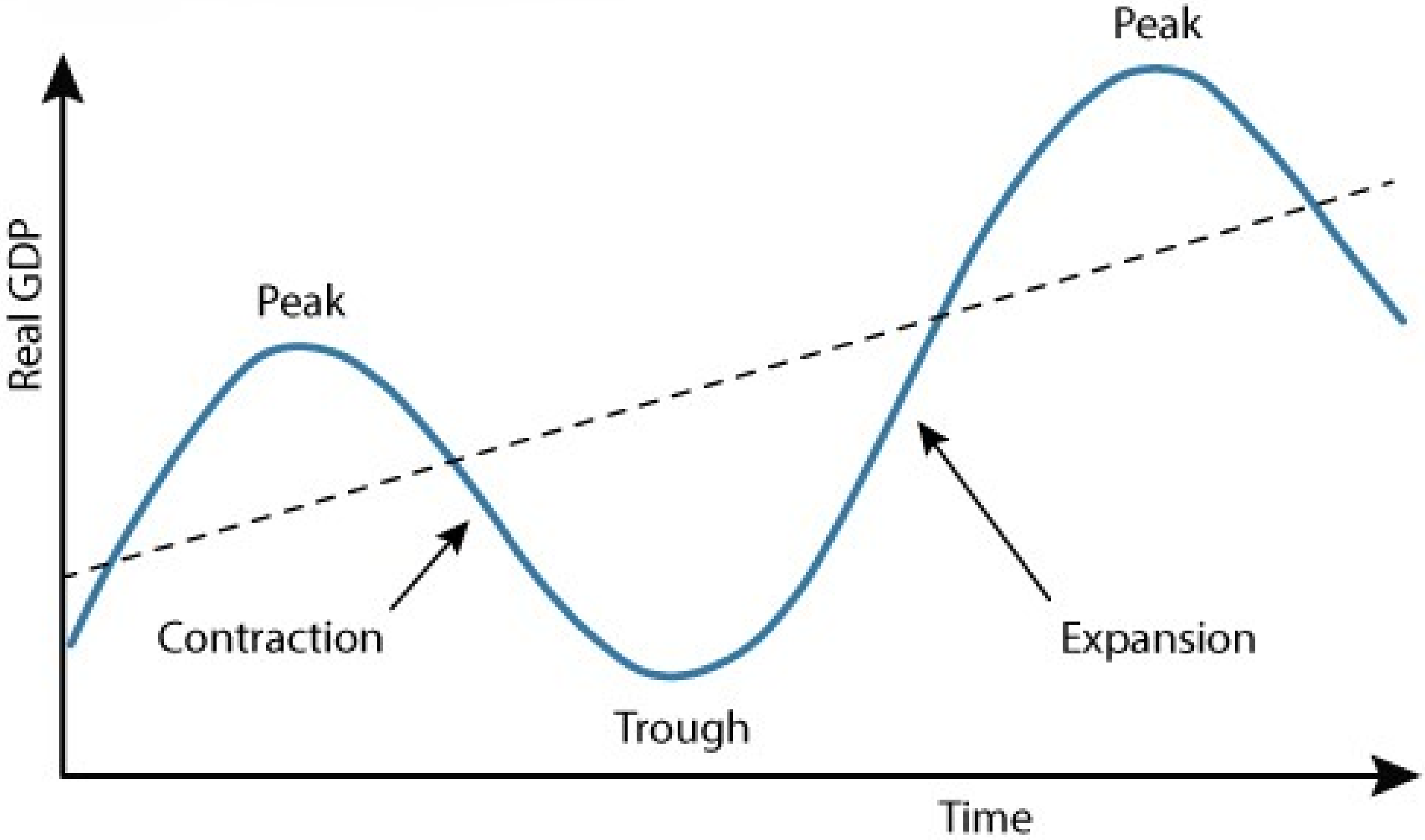
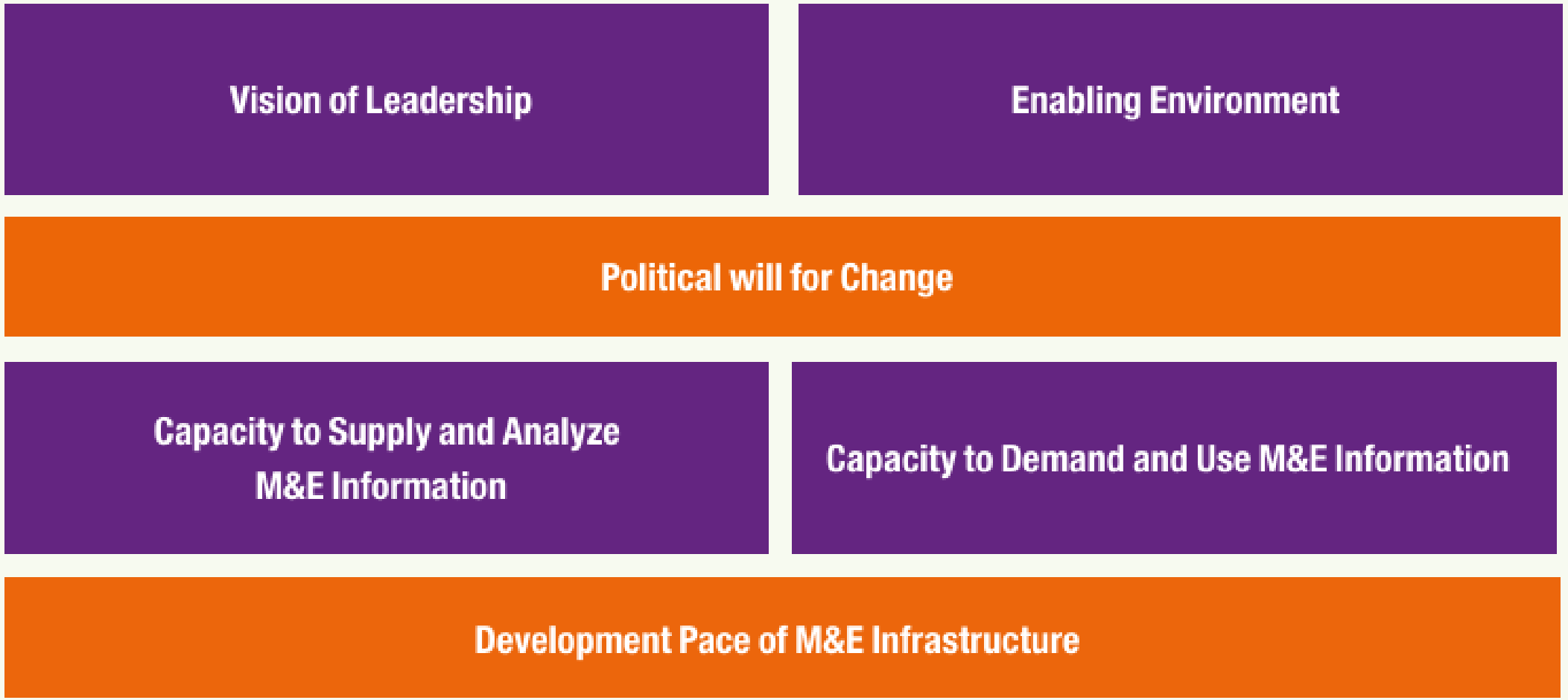

Peak
Real GDP
Peak
Contraction
Expansion
Trough
Time

Figure 1: Four Essential Building Blocks for an Effective NMES



UNOFFICIAL

POLITICAL ECONOMY

- Witter et al (2017) describe the need to be conscious of the relevance of our institutional settings – and particularly the 'political economy' – which they describe as referring to:

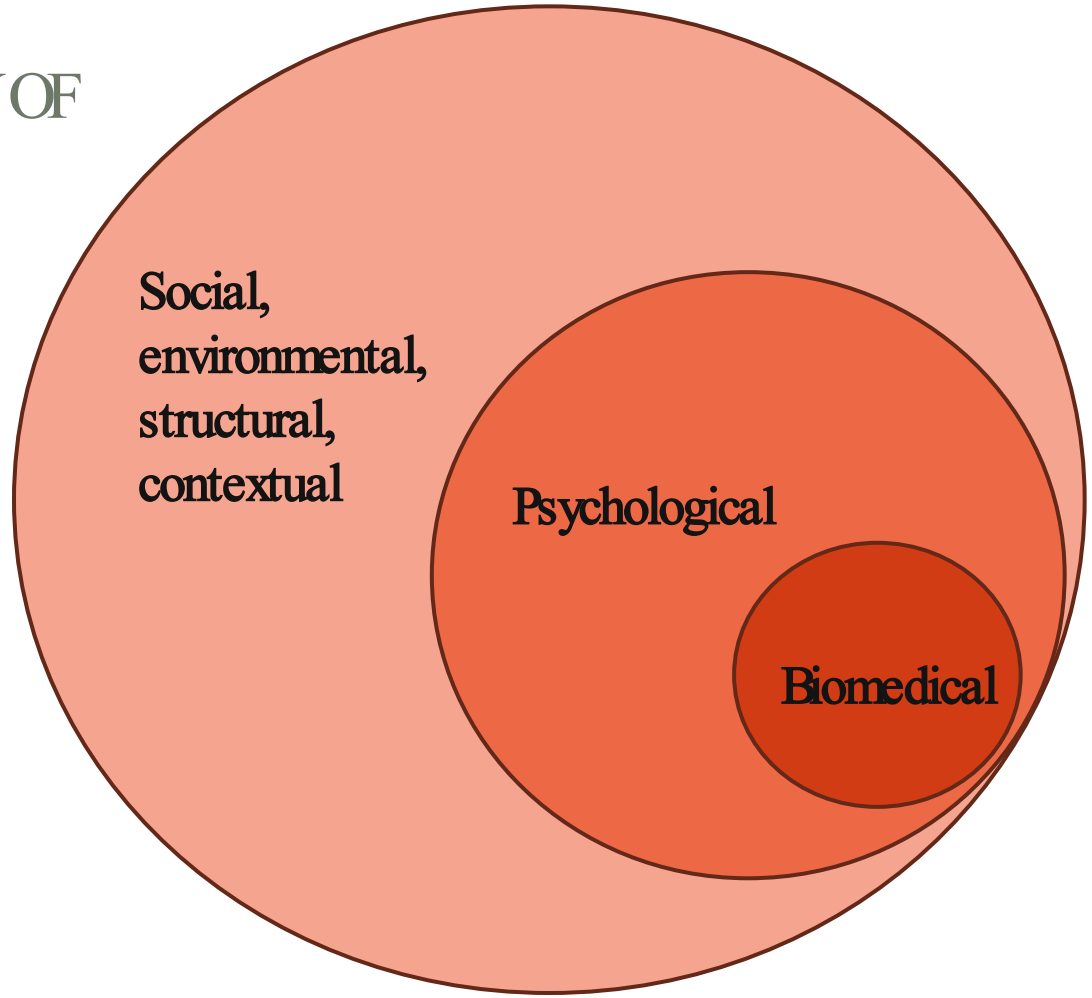
  ... the political, institutional and organisational factors that influence how evidence is produced or used

- Porter and Feinstein (2014) perspective is the 'political economy conditions how policy processes unfold, this in turn affects the demand and supply of evaluation and their interaction, which enables or disables the use of evaluation' – they see this relationship as a chain.

UNOFFICIAL



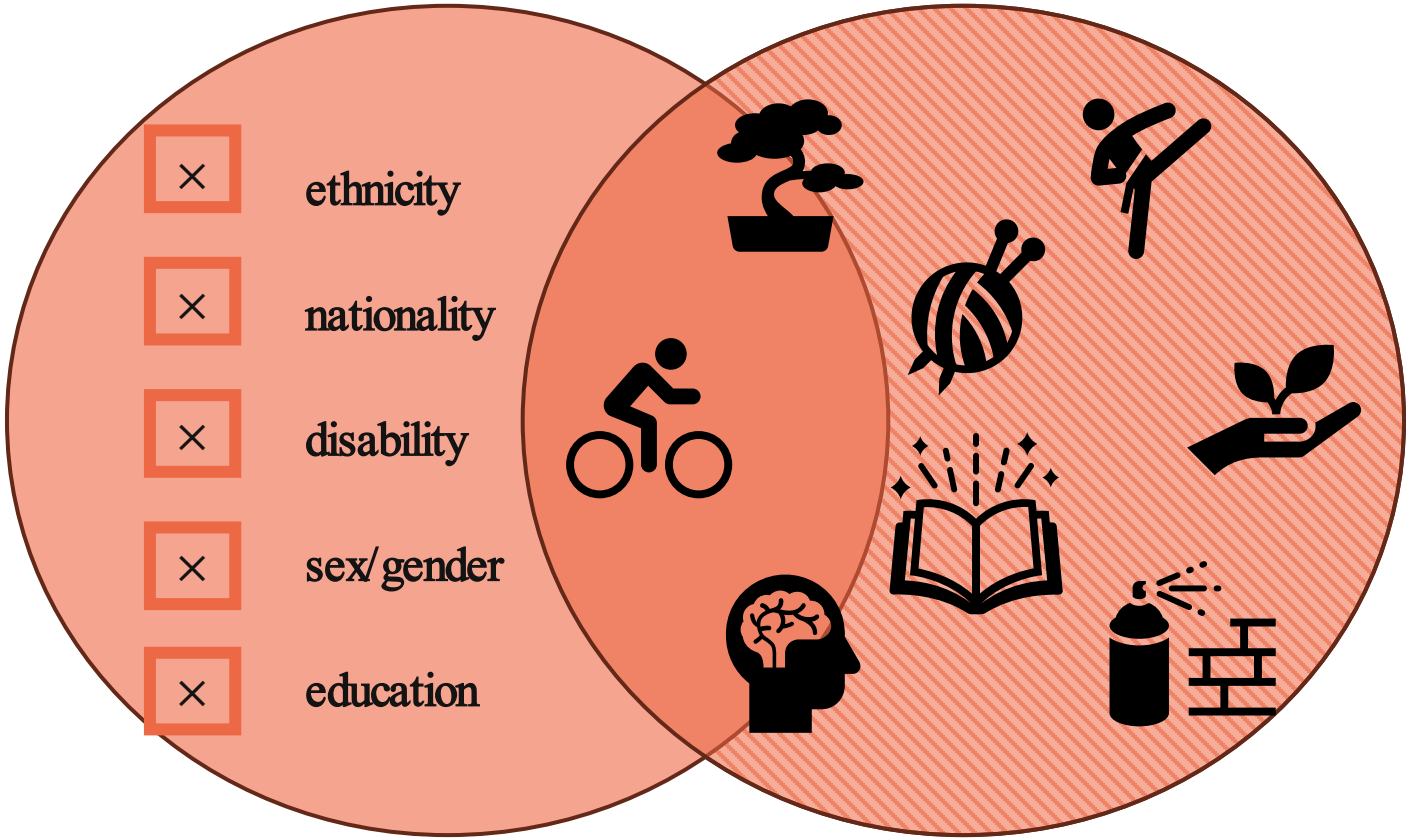
SOCIAL PSYCHOLOGY OF RESILIENCE



Social Identification:

The process through which social group memberships (and the contextual, environmental, and political realities that accompany them) are psychologically represented

SOCIOLOGICAL VS PSYCHOLOGICAL GROUPS



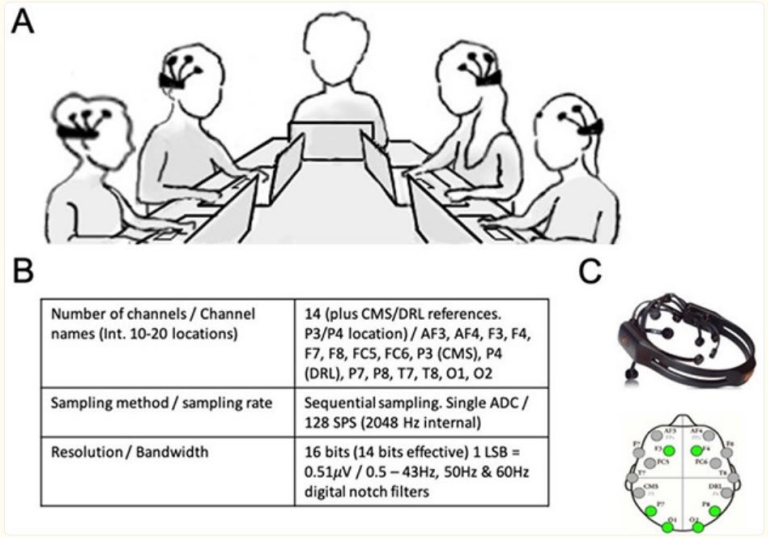
A shared sense of identity brings:

- a sense of shared goals
- higher expectation of support
- a sense of collective efficacy
- positive wellbeing
- increased giving and receiving of support
- support being valued more highly when received
- increased teamwork
- Increased resilience
- a sense of connectedness
- a sense of shared purpose

EVIDENCE

1

Fig. 1.

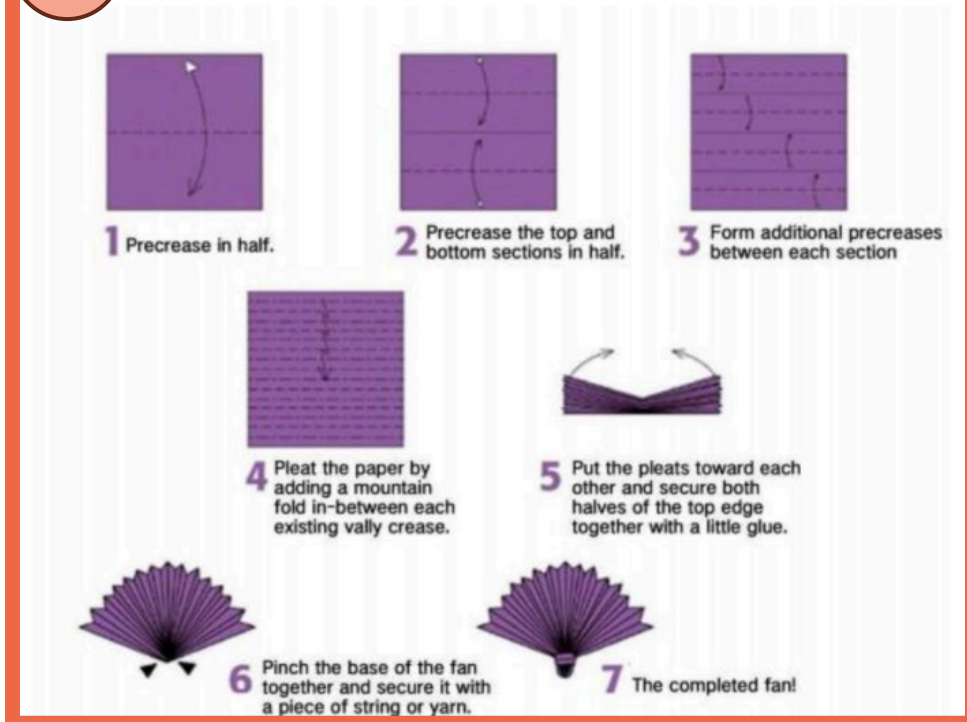


Number of channels / Channel names (Int. 10-20 locations)	14 (plus CMS/DRL references. P3/P4 location) / AF3, AF4, F3, F4, F7, F8, FC5, FC6, P3 (CMS), P4 (DRL), P7, P8, T7, T8, O1, O2
Sampling method / sampling rate	Sequential sampling. Single ADC / 128 SPS (2048 Hz internal)
Resolution / Bandwidth	16 bits (14 bits effective) 1 LSB = 0.51μV / 0.5 – 43Hz, 50Hz & 60Hz digital notch filters

Open in a new tab

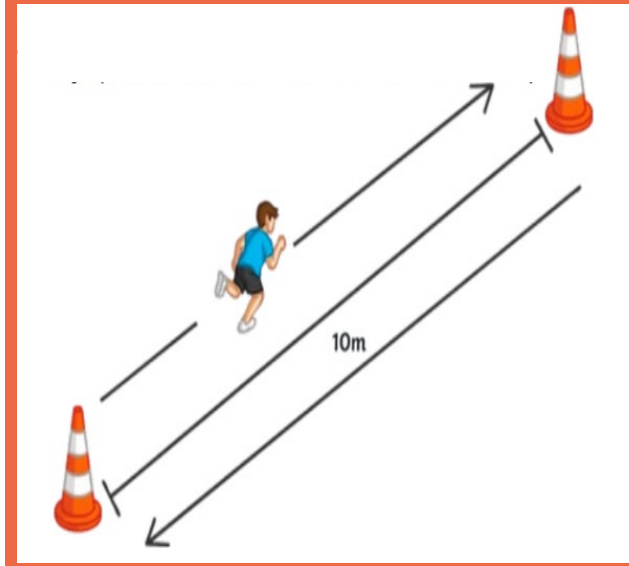
Reinero, D. A., Dikker, S., & Van Bavel, J. J. (2021). *Inter-brain synchrony in teams predicts collective performance*. Social Cognitive and Affective Neuroscience, 16(1-2), 43-57. https://doi.org/10.1093/scan/nsaa135

2



ANU School of Health and Medicine, Health and Identity Lab Honours thesis, Momo Su, 2022.

3



Stevens, M., Fitzpatrick, Á., & Cruwys, T. (2022). *The effect of descriptive norms and social identification on performance and exertion during a physical fitness task*. Scandinavian Journal of Medicine & Science in Sports, 32(2), 313-323. DOI: 10.1111/sms.14072

OUR SHARED IDENTITY AS EVALUATORS

So, as our evaluator, you will be exposed to the dysfunctional inner workings of our organization. Most of us choose to ignore these as they make us feel uncomfortable. By extension, you will also be ignored most of the time. But when something is really important, it is your job to make us listen and see the truth. No matter how hard it is for us to hear.





SOURCE: 128 EVALUATION CARTOONS FOR PRESENTATIONS AND BLOG POSTS



INVITATION TO TURN TO THE PERSON NEXT TO YOU. ASK ABOUT THEIR IKIGAI



THE GOLDEN THREAD

There are beneficial effects of identity and belonging to enhancing resilience.

Collaboration and awareness of your context are crucial to adapting.