

## Evaluative Culture & Thinking Focus Group Prompts

Date:

Number of people in focus group:

Group name or identifying information:

Name of focus group facilitator:

- This tool can be used by **external** evaluators or researchers and by **internal** program or organization staff interested in learning more about the evaluative thinking and evaluative culture of a group.
- The prompts are divided into two sets, one focused on **culture** and the other on **thinking**; in a focus group, the facilitator should go through both sets (all ten questions.)
- While there is one follow-up prompt defining what is meant by “culture” in this context, it is also expected that context-specific definitions of “evaluative thinking” and “evaluative culture” will emerge from the group through this focus group activity.

### I. Evaluative Culture Focus Group Prompts

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1. What does the work planning process look like in your organization?
  - a. How are changes made?
  - b. What motivates changes to the way things are done?
2. How often are beliefs and assumptions related to your work and goals discussed?
  - a. How would you explain this pattern?
3. How often are beliefs and assumptions questioned by members of the organization?
  - a. How would you explain this pattern?
4. How would you characterize your understanding of your work’s impacts (as an organization)?
5. How would you characterize the culture of evaluation in this organization?

*Follow-up prompt (if needed):* By “culture,” we mean the set of shared attitudes, values, goals, and practices that characterizes an institution, organization, or group.

### II. Evaluative Thinking Focus Group Prompts

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1. How would you define evaluative thinking?
2. What are some indicators of evaluative thinking?
3. How often do you engage in evaluative thinking related to your work?
4. How often do you question beliefs and assumptions about your work?
5. How motivated are you to seek evidence for claims about your work?