

Capability Framework Prompt Cards

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**Are we dedicating the right
time and people to developing
and maintaining relationships
with whānau/community we are
working with?**



How confident are we in using inclusive and participatory practices that are responsive to place and culture?



How are we consciously supporting capacity building for whānau through the process?



How comfortable and skilled are we in honouring the commitment that Māori are able to participate as Māori?



How well do we demonstrate transparency and accountability to whānau and stakeholders about the process, their input and their level of influence?



How resourced and skilled are we at identifying and removing different barriers to participation (including cultural and practical)?



**How well do we build and hold
safe spaces where whānau and
stakeholders can work together
in new and creative ways?**



How well do we build and hold brave spaces that disrupt traditional power dynamics and allow for new connections and actions to emerge?



**How comfortable are the team
in supporting reflective practices
for themselves and others
e.g. reflecting backgrounds,
bias, assumptions and skills
that they bring?**



How skilled are we in coaching others to participate in and/or lead creative and reflective processes?



**How deeply do we understand
the cultural context of the people
we are working with?**



How do we acknowledge that people are the experts in their own lives, how do we show this through our interactions?



Are whānau positioned as partners in the change process or as recipients? Is their input put into action?



How do we ensure working spaces and processes in which people will be able to see themselves (their culture and values) in?



How are teams supported to identify, work through and manage for ethical challenges and issues?



How much influence do whānau have in shaping agenda, process, outcomes and success measures? Including setting the rules of engagement?



How are strength-based principles and protective factors modeled through our actions and engagements? How do our interactions provide respite for toxic stress?



**Do we have the right expertise
to ensure a culturally appropriate
environment and process?**



**How do we keep whānau/
community updated in the process?
How do we acknowledge their
contribution?**



How is mutual learning between different stakeholders supported through the process?



**How do we ensure we have the
right people, roles and influence
'in the room' to enable change?**



How are we using lived experience with other data to build a people and systems view of what is driving current behaviours and outcomes?



**Are theories of change explicit?
Developed based on existing and
contextual evidence and informed
by lived experience?**



Are we comfortable gathering and representing people's experiences as data in ways that are meaningful, safe and robust?



How are mutual outcomes with whānau and stakeholders identified and used to guide the design process?



How are we using the design process to identify and support the adoption of new practices for teams, whānau and stakeholders?



How comfortable are we using prototyping to test early ideas and to experiment with best ways to implement in practice?



**How well do we value and use
diverse forms of knowledge and
evidence including lived experience
and Mātauranga Māori?**



**Are we learning through doing?
Is there a bias to practical to
action? Are we trying things out
to learn what works and refine
as we go?**



**How does culture and place
shape our approach to evaluative
practice?**



How comfortable are we identifying and challenging assumptions and bias, including in ourselves and others?



**How equipped are we to apply
different cultural lenses to gather
and interpret data?**



How are we using different visual and tangible tools to support communication and collaboration with other stakeholders?



How equipped are we to bring a Māori world view into the design, interpretation and capacity building process?



How are we enlisting the support of sponsors and stakeholders influential to change within the design process?



How are we bringing a systems lens to identifying challenges and opportunities for change?



**How are we tracking and capturing
the new capacities being built
through the design process?**



How well do interventions respond to place and culture and support and empower whānau?



How do our processes and interventions acknowledge and build on the expertise, strengths, assets and aspirations of whānau?



**How practised are we at
suspending judgement and
listening with empathy?**



How confident are teams to try out new things and manage risk?



Can internal processes, services and initiatives respond to needs and new learning, and iterate as needs change?



**Are we readily building connections
between projects and project
learning?**



Do we hold a systems view that looks for short and long term change and connections between opportunities?



**Do we pause to understand
problems before we seek to
solve them?**



How committed, comfortable and confident are we to prototyping and testing out new ideas and approaches?



Do we move between silo's and share information and learning?



Are we set up to review and change things as we go and as we gain more insight in the issues?



How coordinated are we across efforts, resources, agencies, organisational boundaries?



Do we encourage learning and are we able to be responsive to things as they change?



Do our processes help to identify when we are not delivering desired outcomes and then create space for new initiative/responses?



**Is there a capacity to support
community- led initiatives and
community partnerships?**



How are we drawing on and contributing to the broader evidence base?



**How are we investing in an
evaluative and learning culture?
How is testing, iterating and
sharing learning supported?**



Are we sharing and codifying new learning?



How are learning and feedback loops embedding and supported across all levels of practice to improve service and process knowledge?



Do co-design processes have funding attached to deliver the potential outcomes (not just initial scoping)?



**Are funding structures available
to support whānau/community-led
initiatives?**



Is responsibility for engagement and relationship building built into roles across the organisation?



Are there consistent (and continuously improved) governance models and support for participation that have been developed with whānau?



**Are there funds, resources
structures in place to support safe,
ethical inclusive engagement?**



Do success measures include positive impact for the community as defined by the community or whānau?



**Is there means to support and
understand issues and responses
in place-based ways?
i.e within specific local contexts?**



Does commissioning and contracting support iterative processes where teams need scope to pivot as they learn?



Is planning for community/whānau involvement supported from the beginning?



Are channels in place for connecting learning between practice (lived experience) up into policy reviews or formation?



**Is there is room for policy initiatives
to emerge from different settings
including practice-based learning?**



How are different forms of knowledge and evidence put to use in and expected within decision-making?



How do we support leadership and policy and decision-makers to have strong connections to practice-based evidence?



**How is learning and change to
achieve better outcomes rewarded?**



How are collaboration and coordination around shared outcomes rewarded and valued?



**How well are contracts and
commissioning set up for learning
and developmental processes?**



How does commissioning work together with delivery to ensure best outcomes for whānau are being achieved ?



How do cultural and structural processes and environments support co-design and participatory approaches?



How are timeframes and expectations supportive of participatory efforts?



How does leadership provide momentum and opportunity for practice change?

