

The Ethical Self-Audit

Challenge: Implement Formative Evaluation Plans

Summary:

Origin: Ask Pete (Capstone Project). This artifact is the 'Professional Self in an Age of Measurement' monograph. This critical analysis reframes evaluation from a tool of 'budget defense' (ROI) to a practice of 'Developmental Learning.' It argues that true formative evaluation requires a 'Self-Audit' of the designer's own ethics to foster conscious self-authorship and capability expansion.

Reflection:

I addressed the challenge to Implement Formative Evaluation Plans by critiquing the reduction of evaluation to a tool for 'budget defense' and proposing a developmental model. In the contemporary landscape of Learning and Development, evaluation is often reduced to a tool for 'budget defense,' driven by an 'Audit Culture' that demands financialized metrics like ROI. This artifact, The Professional Self in an Age of Measurement, critiques this 'instrumental reason,' arguing that it corrupts data through 'Campbell's Law' and reduces the learner to a passive object. I identified this systemic pressure as a barrier to authentic formative evaluation, which should primarily serve the learning process rather than external accountability. To reclaim the integrity of evaluation, I reframed the practice as a metacognitive discipline guided by Phronesis (practical wisdom). Instead of merely measuring learner 'outputs,' I implemented a 'Self-Audit of Professional Identity.' This shifts the focus of evaluation from 'proving value' to 'improving capability,' aligning with the 'Capability Approach' of Amartya Sen. Consequently, I designed the formative evaluation plan not as a series of quizzes, but as a 'Dialogic Encounter' that fosters 'Developmental Evaluation'. By embedding 'Humble Inquiry' and 'Appreciative Inquiry' into the design loop, the system acts as a mirror for metacognition. This ensures that evaluation is no longer a punitive judgment of the learner's performance, but a supportive structure for 'conscious self-authorship,' proving that the most rigorous metric is not financial return, but the expansion of human freedom and autonomy.

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