## **Brainstorming Cards**



Crazy 8's

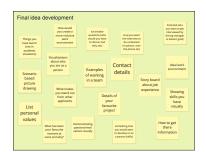


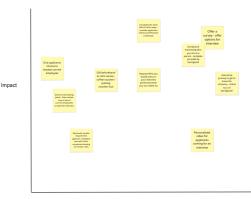












Feasibility

## **Our Process Summary**

We started of our process by first reviewing the answers given to use in the workshop with special relevance to the answers given in the MOSCOW (Must have, Should have, Could have, and Wont have) activity as we felt like this information was the most actionable insight that we could take and use into the developing the solution – and it also made sure that we were keeping the principal of co-design the solution consistent by making sure that the solution is designed by all both parties and the feedback and critique that they gave is honoured and credited, not disregarded.

We thought to start of our ideation, we should use the brainstorming method in the form of brainstorming cards that was found on the internet through research and was a good founding base for our ideation as they were examples that other companies have used to implement in their recruitment processes. We were able to choose a diverse number of cards which enabled us to be able to try and address and approach every area of the inclusive nature of a recruitment process so we could ensure our solution is effective and not demeaning. This activity was conducted by us (whilst on zoom) filling each question one by one and each of us would talk through and type our ideas. Whilst on this, we also referred to a snapshot that I think Bryce said of the specific points at which Spring load's recruitment process can be improved and this helped us to gauge at which brainstorming cards could particularly be relevant and useful.

Our Next activity was the Crazy 8's which is where (whilst on zoom still), we set a timer for 8 minutes and on a piece of paper split into 8 boxes, we put down the ideas in which we could implement for our solution relating to the brainstorming cards and in general from all the work and research we have done (and these ideas could've been as wild as possible but still on the same path). When the timer was done, we put the screenshots of our pages into Miro (as seen) and we each individually talked through our ideas to help add context to our ideas. This was a way of us building each other's capability and facilitating the participatory means of everyone whilst also having a little fun.

We then went on to each individually pick a colour of post it notes and put them on our favourite ideas from both the activities and to summarise the most picked ones, be made a box and typed all (the favourite) ones in. After this we went on to create an impact vs feasibility map which we did as we wanted to assess all our favourite ideas (as stated previously) against the most effective and relevant ones that would benefit Springload the most (through everyone's opinions) and the results from these were posted on our final idea development which we decided a CV template could incapsulate all ideas.