



# Cultural change impact framework

This framework will help you to understand and assess what cultural change is happening as a result of your activities.

	<b>Attitudes</b> (mindset/approach)	<b>Abilities</b> (skills/agency)	<b>Behaviour</b> (action)	<b>Discourse</b> (language)	<b>Roles</b> (functions)	<b>Relationships</b> (interactions)	<b>Environment</b> (incentives)	<b>Outputs</b> (production)	<b>Ripple effects</b>
	Thinking, feeling, values, sense-making, point of view, understanding, perspective	Competencies, confidence, mastering new tools, uptake of new tools, motivation	Activities, time usage, habits, ways of working, unlearning, application of new methods & tools	Information, documents, communication, decision-making criteria, stories, advocacy	Ways of organising, tasks, formal criteria, job descriptions, operating model, responsibility areas	Social engagements, networks, partners, social capital, conversations, alliances	Authorising environment, structures, procedures, accountability, success criteria, management processes	Initiatives, products, strategy, materials, artifacts, tasks completed, new projects	Unexpected effects, indirect value-creation, longer-term potentialities, ambiguous outcomes
<b>Individual</b>									
<b>Team</b>									
<b>Organisational</b>									
<b>Ecosystem</b>									