

A Path to Change: From Small Tests to Big Results

Change
Results

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Kirsten

Curse + 10

#toughnames

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A Path to Change: From Small Tests to Big Results

Change
Results

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**Oh, wait.
There was a
path?**

White
girls &
hiking.
Am I
right?

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Can I see the map?

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**How to make a
map.**

**How to pack for
the hike.**

Sweating
already.

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Presentation Outline

MAIN TOPICS

Get Clear on Targets
Test Approaches

What in the
world is going
on?

Presentation Outline

MAIN TOPICS

Get Clear on Targets
Test Approaches



What in the
world is going
on?

Presentation Outline

MAIN TOPICS

Know what peak you're trying to reach.

Know what gear you'll need to pack.

**Try on those shoes before you go on this hike.

shoe's keeping
the metaphor.

Game time.
Mix & Mingle!
Yay!
Game time.
Yay!

TAKE 3 MINUTES

Connect with people in the room that you don't already know.

*Yes, this has a purpose. It's part of her larger plan.

Blank, Blank, Scissors

VOTE

1. Paper, Rock, Scissors
2. Rock, Paper, Scissors

Game time. Yay!

Tourney Time!

Blank, Blank, Scissors

Game time. Yay!

NEXT STEPS

1. Find a partner.
2. Play 1 round.
3. Congratulate the winner.
3. Winner comes to the middle of the room.
4. Loser = Cheer squad! Stay with your winner.

Game time. Tourney Time! Yay!

ROUND 2 **Blank, Blank, Scissors**

1. Winners find a new partner.
2. Cheering squad (1). Get ready!
3. Play 1 round.
4. Congratulate the winner.
5. Winner comes to the middle of the room.
6. Loser squad = Cheer squad! Stay with your winner. (3 people)

Game time. Tourney Time!

ROUND 3 Blank, Blank, Scissors

1. Winners find a new partner.
2. Cheering squad (3). Get ready!
3. Play 1 round.
4. Congratulate the winner.
5. Winner comes to the middle of the room.
6. Loser squad = Cheer squad! Stay with your winner. (7 people)

Game time.
Yay!
Game time.
Yay!

Tourney Time!

Blank, Blank, Scissors

AND THE WINNER IS...

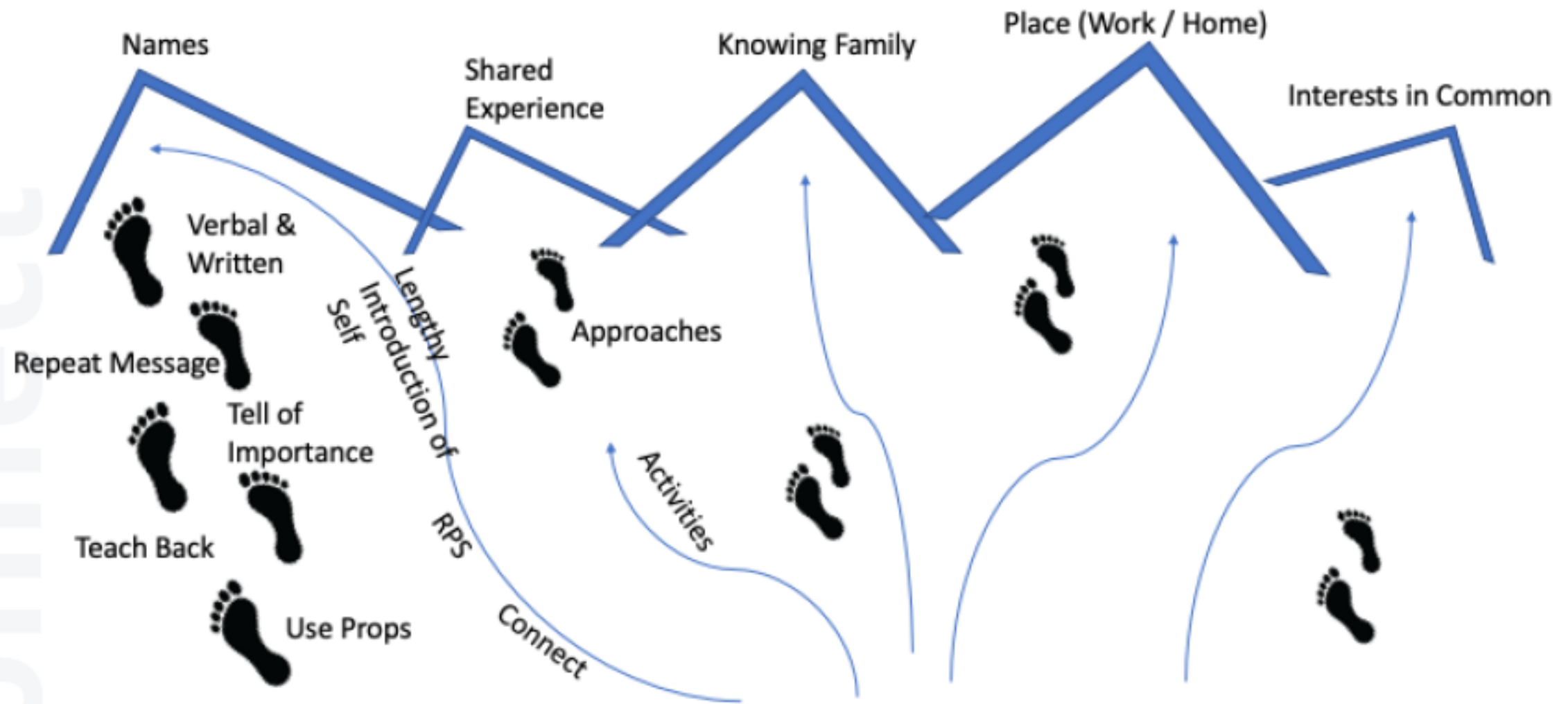
Come get your prize!

If you aim at nothing,
you will hit it every
time.

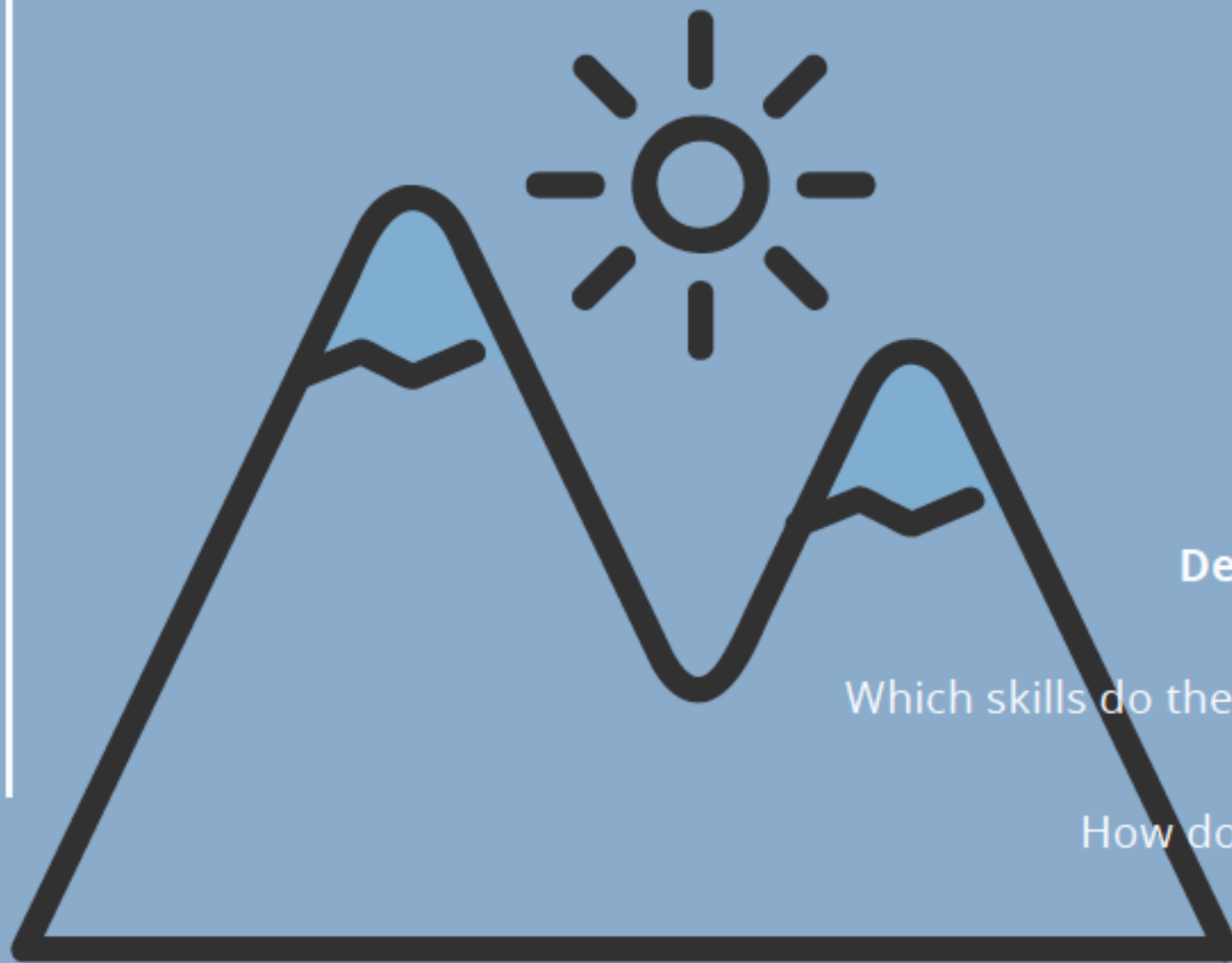
- ZIG ZIGLAR

If you aim at nothing, you will hit
it every time.

Create Connections



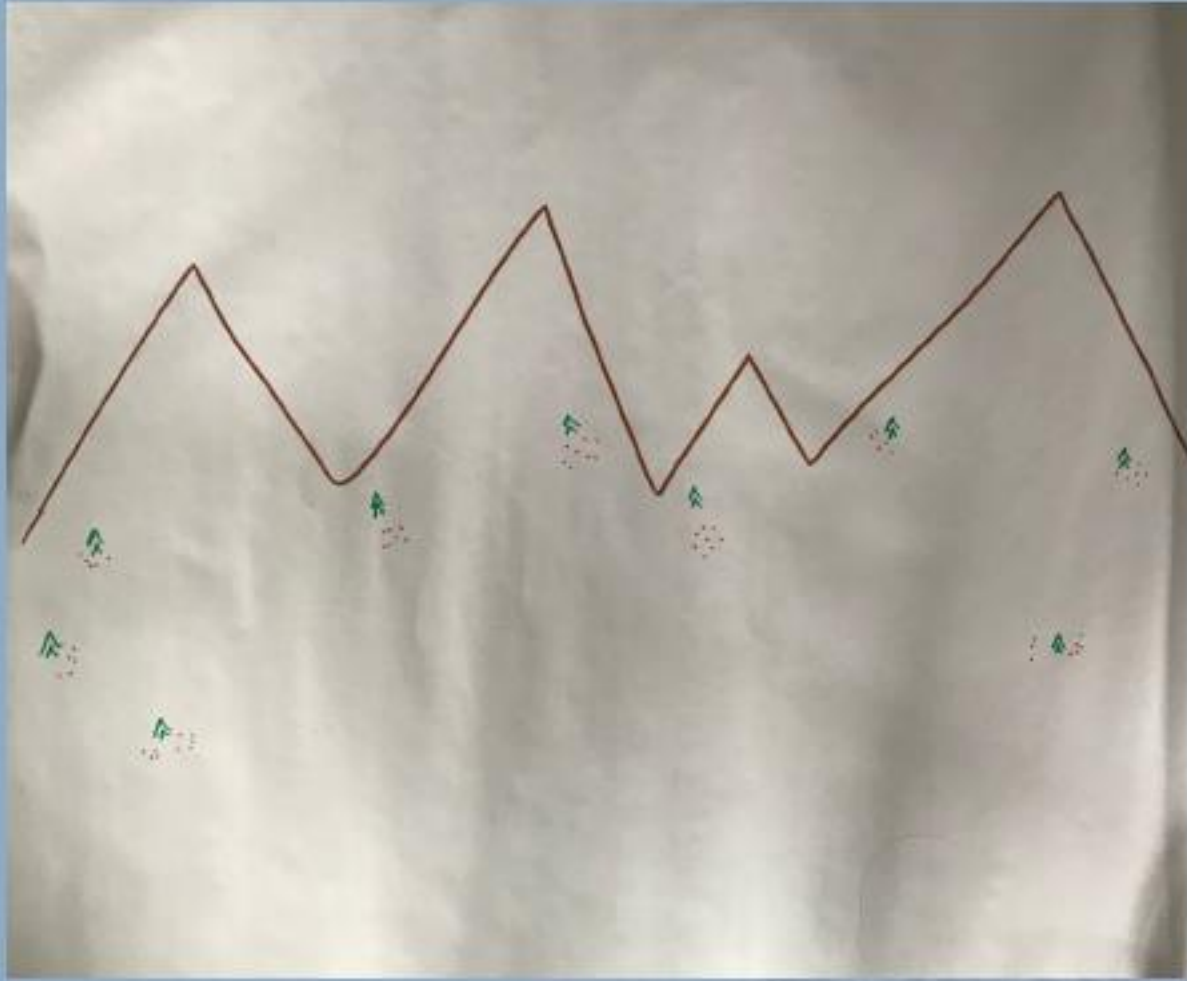
Mountain Range: **CONNECTION**



Go hiking.
Which peak?

Create Connections.
What kind?
Who?
What does success look like?

Develop Youth Resiliency Skills.
What is a resilient youth ?
Which skills do they have? (As opposed to a youth
who isn't resilient?)
How do you know they have the skills?



Map Making

Draw your mountain range.

Make at least 4-6 peaks.



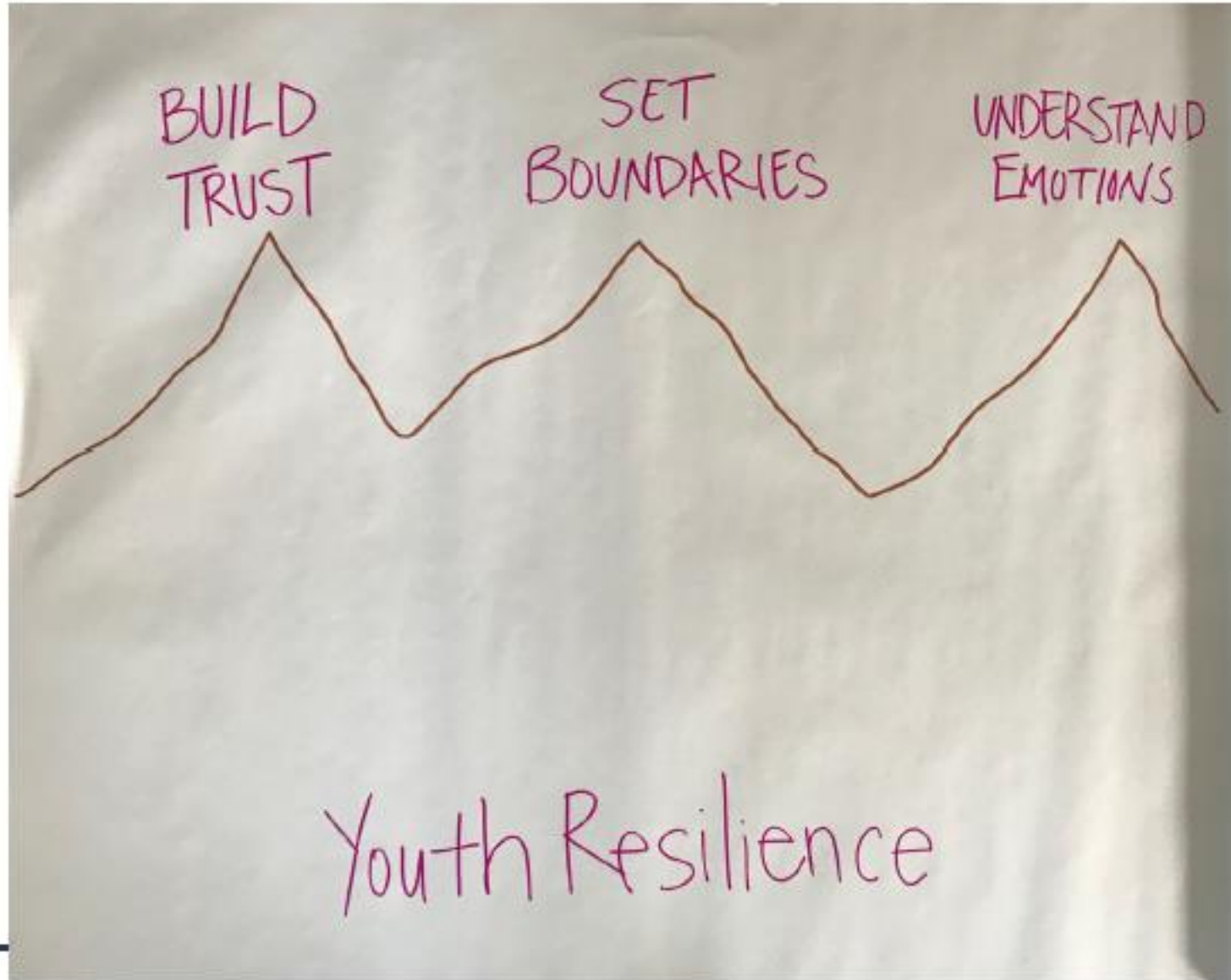
Youth Resilience

Peak Ideas

•
•
•
•

Kids rock.

Youth Resilience



Turn these to Targets

REACTING TO EMOTION

80% of youth will be able to name 3 tools they can use to manage anger.

EMPATHY

80% of youth will be able to share a story about a recent time when they showed empathy.

TRUST

80% of youth will be able to describe 3 things that build trust.

SUPPORT

80% of youth will identify emotional states within themselves that indicate they should call a friend or family member for help.

Let's **BLANK** it
Out

1. Shake

2. Walk

PDSA

1. Start over with a new plan.
2. Tweak your plan and try again.
3. Scale up your plan.

- Who
- What
- When
- Where
- How



- How did it go?
- What did youth think?
- What did you think?
- What went like you expected? What didn't?

- Take notes!

Testing

PDSA -

Small Tests --> Big Results



PDSA -

Example: Interactive Session

SEE ME

100% of participants
can see me.

HEAR ME

100% will be able to
hear me..

KNOW MY NAME

80% of participants
remember by name.

NEW IDEA

80% of participants will
take away a new idea
from the session..

STAY AWAKE

80% of participants will
stay awake for the
whole session.

UNDERSTAND

80% of participants will
create a PDSA example
with their team.



Testing

Example

Testing

Example

Testing

Example

Testing

Example

Interactive Session



SEE ME

100% of participants can see me.

HEAR ME

100% will be able to hear me..

PARTICIPATE

80% of participants will take part in an activity..

NEW IDEAS

80% of participants will take away a new idea from the session..

STAY AWAKE

80% of participants will stay awake for the whole session.

UNDERSTAND

80% of participants will create a PDSA example with their team.



PDSA -

Example: Interactive Session

SEE ME

100% of participants
can see me.



- I could move higher.
- **They could move higher. (back row)**
- Binoculars.
- Circle seating.

PLAN

DO

STUDY

ACT



- Ask 1 person in the back to stand on their chair.
- Find someone willing to try.
- Provide safety tips.

- Follow the plan.
- Note adjustments.

- What did I think?
- What did the chair stander think?
- Was it safe?
- Was it practical?

- Abandon
- Tweak & Retry
- Continue and Scale

Start Synthesizing (Youth Resiliency)



PICK A MOUNTAIN
PEAK

(with your table friends)



CREATE A
MEASURABLE TARGET

(what do you want be sure
students can do?)



WHAT WILL GET YOU
THERE?

List out options.

BUILD TRUST

TARGET: 80% of youth will be able to list
4 things they can do to build trust.

Activity Ideas:

- Ask students to write a report on trust.
- Tell students how to build trust.
- Students keep a journal of instances when someone built their trust.
- Make up a song about ways to build trust.
- Listen to Brene Brown's 'Dare to Lead' book & the section trust.
- Facilitate a group discussion on trust.
- Give fake tattoos with a list of ways to build trust.

Try it Out:
Pick a Peak

Start Synthesizing (Youth Resiliency)



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**Try it Out:
Create a
Measurable
Target**

CREATE MEASURABLE TARGET: EXAMPLE IDEAS

- - 80% of Youth who start the group at the beginning of the semester will continue through the end of the semester
- - 80% of Youth in Youth Group will be able to list 3 things that build trust
- - 80% of Parents will be able to describe one thing they do to support their teenage child
- - 80% of Youth will describe 3 tools they can use manage anger
- - 80% of Youth will be able to state 3 things that indicate a peer is at risk for suicide
- - 80% of Youth will be able to articulate 2 long-term goals they have for themselves
- - 80% of Youth will be able to demonstrate an organization system they use in their personal life
- - 80% of Youth will score a X of X on this validated self-confidence survey.
- - 80% of Youth will be able to tell a story of a time they did not meet expectations, but how they took responsibility for their actions.
- - Health Fair Targets?? (80% of people will be able to X after attending the booth.)

IDEAS!

Start Synthesizing (Youth Resiliency)



PICK A MOUNTAIN
PEAK

(with your table friends)



CREATE A
MEASURABLE TARGET

(what do you want be sure
students can do?)



WHAT WILL GET YOU
THERE?

List out options.

BUILD TRUST

TARGET: 80% of youth will be able to list 4 things they can do to build trust.

Activity Ideas:

- Ask students to write a report on trust.
- Tell students how to build trust.
- Students keep a journal of instances when someone built their trust.
- Make up a song about ways to build trust.
- Listen to Brene Brown's 'Dare to Lead' book & the section trust.
- Facilitate a group discussion on trust.
- Give fake tattoos with a list of ways to build trust.

**Try it Out:
What are
activity ideas?**

Let's Create a Mountain Range!

THIS IS HOW WE WORK TOGETHER

PDSA Time?

Final Recap



SET YOUR TARGET

Not the activity.



CONSIDER ROUTES

Use the activity that will best get you to your target.



PDSA

Start small. Try out your activity before you invest a lot of time and energy in something.

Thank you!

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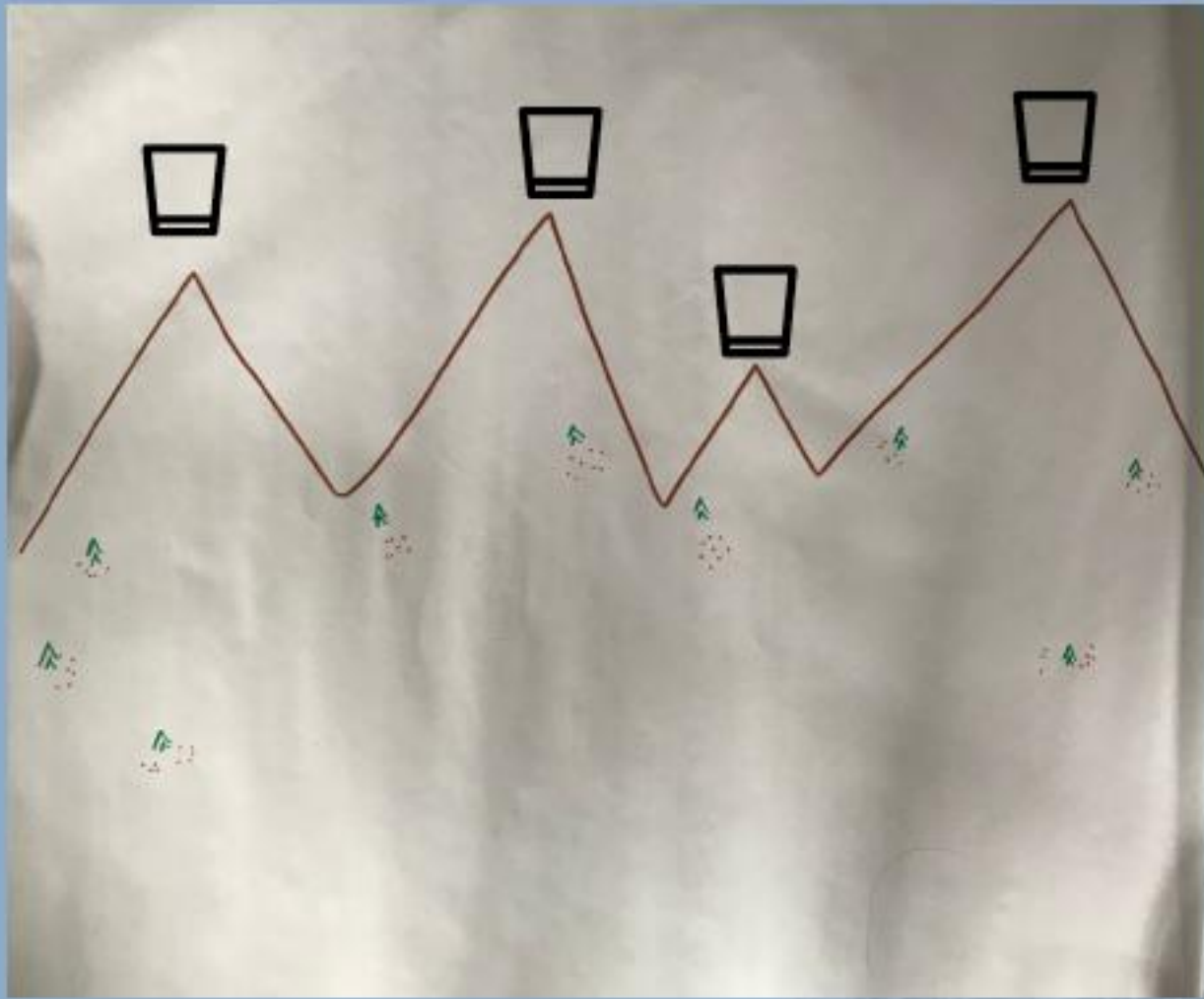
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How to Reach Me
How to Reach Me

There are many ways to miss the target.

NOT KNOWING THE TARGET IS THE BEST WAY.

#ITHOUGHTTHISWASAMAPMAKINGCOURSE



Map Making

Put your cups at the tops of the peaks.



More Games! Target Practice More Games!



FIND A COIN

Make that a lot of coins.



TAKE AIM

Keep your hand at least 6 inches
from the cup.

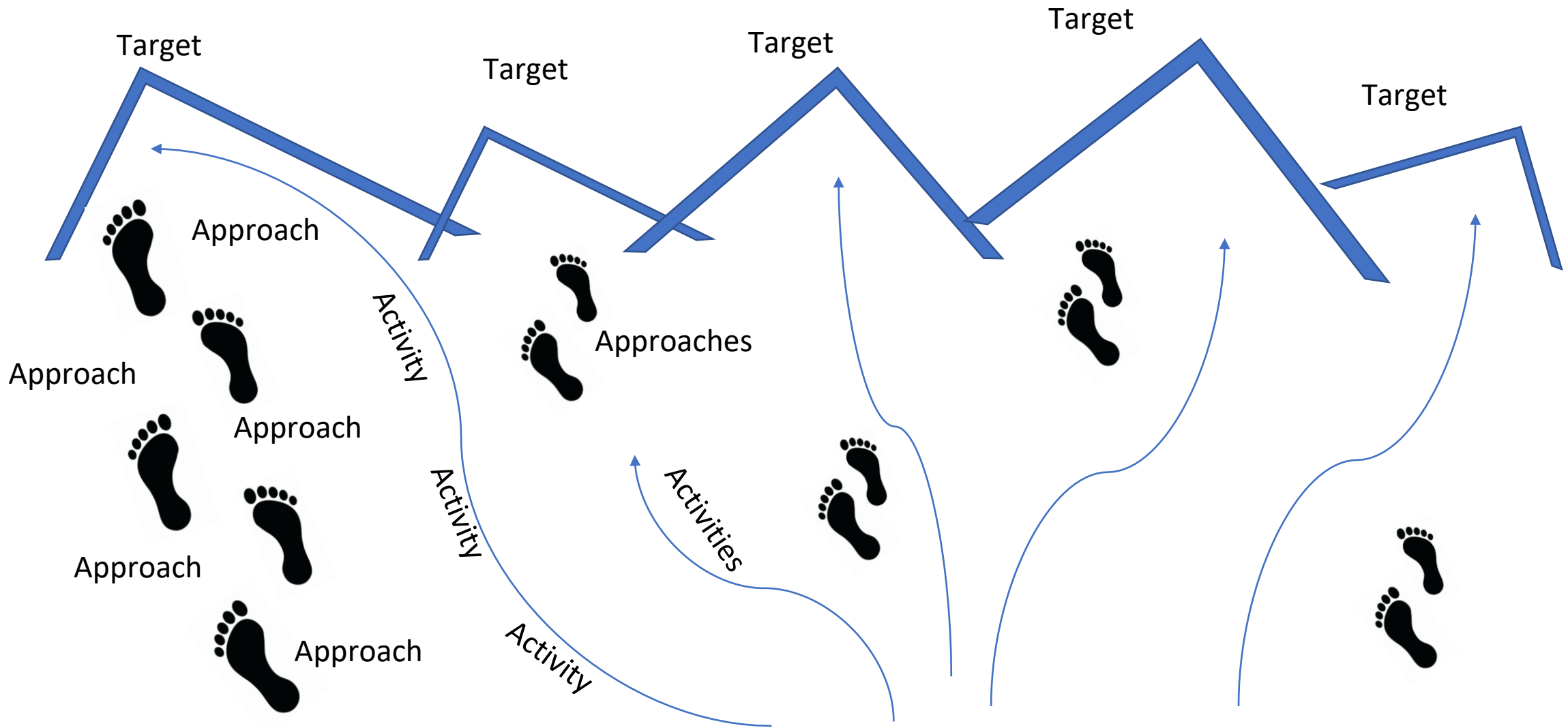


COUNT CUP COINS

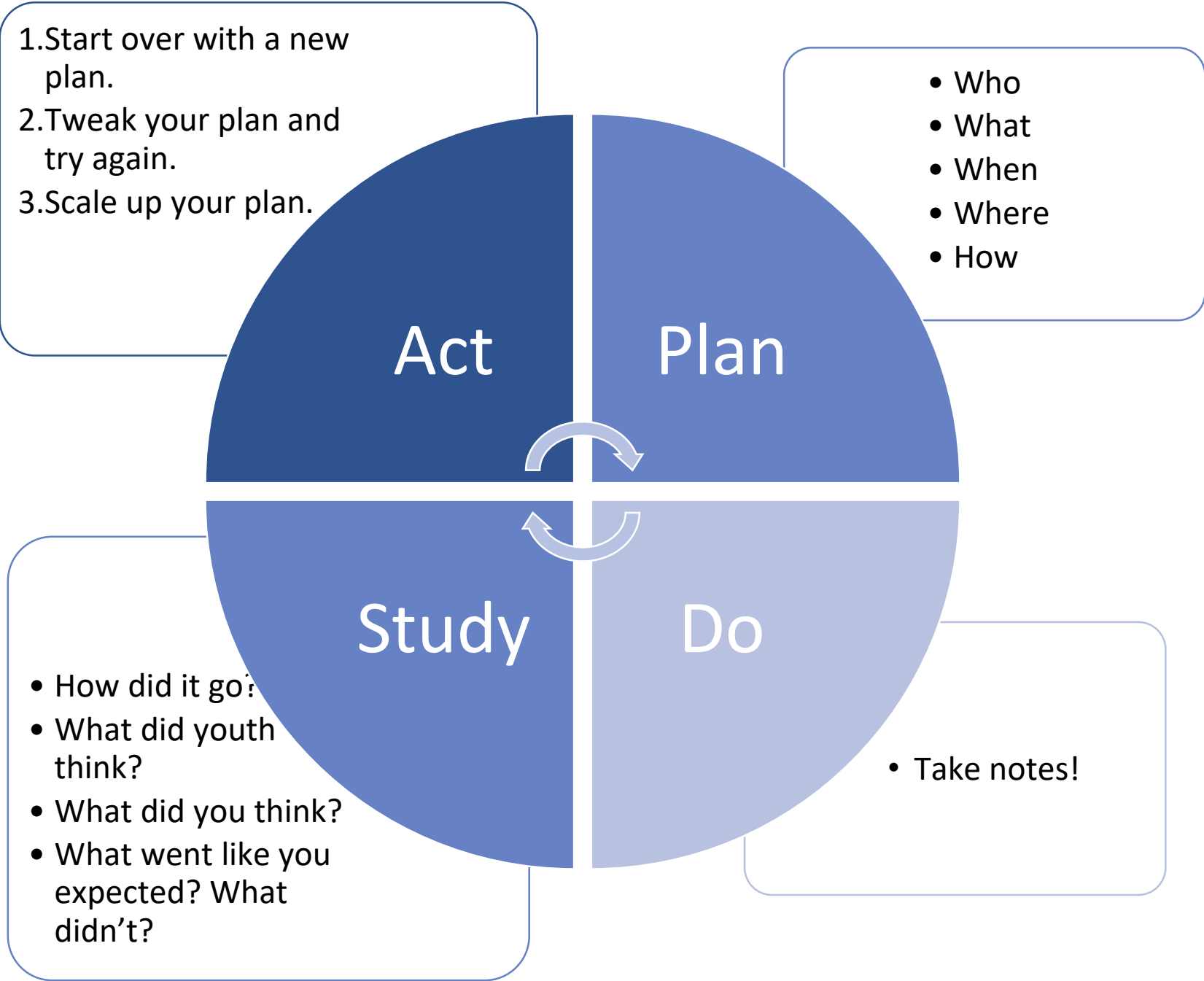
How many coins made it into the
cups? (As a table.)

Connect





Mountain Range: Youth Resilience





PDSA Focus

