

Helpful Models and Tips

Evaluation using an Iris Diagram

This technique is a simple method of obtaining participant feedback quickly and efficiently at the end of a workshop. The visual result is easily interpreted by all participants to provide a snapshot of the evaluation. One benefit of using this method is the opportunity to consult the group about what specific feedback they would like to provide. For example, unless you as the facilitator have a particular need to evaluate set criteria, you may choose to ask the participants which aspects of the workshop would be most useful to evaluate including such as the workshop methods, venue, catering, or logistics such as timing etc.



Resources:

A large piece of paper (e.g. flipchart paper if working with a group, or smaller if working with an individual), multiple coloured markers, and several packs of “sticky” notes.

Method:

- Using a big felt marker pen draw a large circle in the middle of the flipchart paper.
- If you already know what you require feedback on before the group session then divide your circle into required number of segments (up to a maximum of six per circle). You may choose to use three circles one for content, one for process and another for outcomes.
- Draw a dot in the centre and mark it with a zero.
- Decide on a scale e.g. 0-5 or 0-10 and mark this on one of the segments
- Label each segment with the feedback topic or question
- Demonstrate to the group how the length of the line they draw from the circle centre toward the circumference will indicate how they rate each topic. ie a line drawn all the way from 0-10 on the circumference is full marks or fully agrees. Whereas a very short line is a low mark or fully disagree with the statement.
- Invite each participant to draw a line for each segment of the iris.
- Once everyone has completed this task a clear visual indication of which areas worked well and which need improvement is presented. See figure below.
- More qualitative feedback can be gained by asking participants to write specific details onto sticky notes about why they gave it the ranking and suggestions for improvement. Each sticky note is then “posted” on to the diagram outside the circle adjoin the iris segment it relates to. Alternatively, participants may prefer to write directly onto the paper as seen in Figure 2.

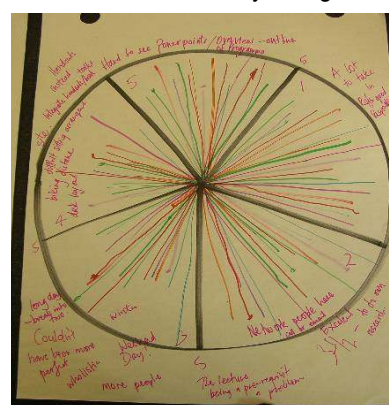


Figure 2. Photograph of Iris Evaluation Diagram

Please note: these resources are a compilation of our individual and research. Every effort has been made to reference resources. Please notify Community Waikato should you identify any referencing omissions.