



# Methodology

1. Articulate the current situation in one statement ie. Not many girls are graduating from secondary schools.
2. Articulate the desired future situation in one statement ie. 50% of every grade 12 graduating class is girls.
3. List the forces that are helping “move from the current situation to the desired future situation”.  
(Be as specific as possible in naming the forces. Brainstorm as many as time allows; it is useful to then prioritize five or six to work further with – this can be done using a dotmocracy or any other technique)
4. List the forces that are hindering “moving from the current situation to the desired future situation”.
5. THIS AND STEP “6” ARE MOST IMPORTANT – ENSURE YOU HAVE SUFFICIENT TIME.  
(Consider each of the helping forces in turn; what can be done to strengthen these helping forces (lengthen the arrows) to move us closer to the desired future situation? Each helping force may have two or three things we can do to strengthen those forces. When you move on to 2<sup>nd</sup> and 3<sup>rd</sup> helping force you may find doing some of the same things you discussed for strengthening the first helping force will help. You can just draw a line to those actions for strengthening the forces.)
6. (Consider each of the hindering forces in turn; what can be done to weaken these hindering forces (shorten the arrows) to move us closer to the desired future situation? Each hindering force may have two or three things we can do to weaken those forces. When you move on to 2<sup>nd</sup> and 3<sup>rd</sup> hindering force you may find doing some of the same things you discussed for weakening the first hindering force will help. You can just draw a line to those actions for strengthening the forces.)
7. The final step is action planning what you are actually going to do. Strategically if you see actions that strengthen multiple helping forces, or weaken multiple hindering forces, or actions that even both strengthen helping forces and weaken hindering forces. These actions may be the most beneficial places to put your energy.