



ACT-ivate

YOU

You cannot pour from an empty vessel!



The internal work is the external work. To effectively implement the Act-ivate methodology, you must **first look inward**. Your **presence, resilience, and mindset** are the foundations upon which your organisation grows.

If you are depleted, the training loses its transformative power.

This card is your permission to focus on yourself before you think of your training cohort.

YOU

The Inner Development Goals (IDGs) are your roadmap for this journey. By cultivating these essential cognitive and emotional skills—such as **critical thinking, empathy, and courage**—you ensure that you building strength and power to best serve future generations.

The IDGs guide describes the inner capacities we need to tackle complex challenges and bring to life the five ways of working. They are not soft skills. They are the foundation. Revisit them periodically and ask where you feel strong and where you feel depleted.

Find your people. The Act.ivate network exists because this work is harder alone. Use the buddy system to connect with a trainer in another organisation, connect with someone who understands the terrain without being inside your organisation.

SOURCE

The Inner Development Goals Guide

Co-produced through the collaborative grouping that is the Inner Development Foundation. A not-for-profit and open source initiative. You can download their extensive guide from their website innerdevelopmentgoals.org.





ACT-ivate

STORY HARVEST

**The WFG Act
rarely looks like a policy
update. It looks like a**

**decision someone made
differently**



Numbers tell you whether the machine is running. **Stories tell you whether anything has actually changed.** This activity gives trainers and organisations a simple, repeatable method for **collecting the human evidence of the WFG Act in practice** - the moments where someone thought longer-term, collaborated differently, or prevented something that would otherwise have happened. **Those stories are your real evaluation data, and they're also your most powerful tool for spreading the work further.**

STORY HARVEST

1. **Ask participants to think of one moment since their training where something went differently because of it.** This doesn't need to be big. Just a moment - a meeting, a decision, a conversation.
2. **Ask them to tell it as a story:** what was happening, what did you do differently, and what changed as a result?
3. **Collect stories in whatever form works** (written, spoken, recorded). A shared document, a short survey, or a dedicated slot in a team meeting all work.
4. **Once you have a small collection, read them together as a group.** Ask: which story represents the most significant change you've heard, and why? That question surfaces what the group genuinely values, not just what it's supposed to value.
5. Pro tip: **use harvested stories in future training sessions as live case studies.** Nothing lands better than a real example from someone in the room's sector.
6. **Build Story Harvest into your annual reporting cycle alongside your corporate reporting metrics.** The WFG Act asks you to demonstrate improvement and stories are evidence.



WORKS WITH

Act-ivate Meaning — stories are the qualitative evidence that sits alongside the measurement prototypes.

Act-ivate Knowledge — harvested stories become the live case studies that power your next session's sparkline.™

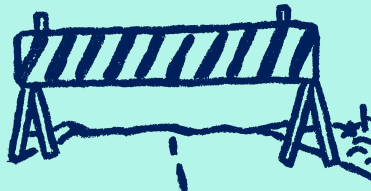




ACT-ivate BARRIER LOG

If you keep hitting the same wall, maybe it's time to make sure it's on the map

The barriers to implementing the WFG Act are rarely personal. They are **systemic** - the same procurement rule, the same budget cycle, the same senior sign-off requirement appearing in organisation after organisation. But **because each team hits these barriers alone, they get absorbed as individual frustration** rather than named as structural problems. **The Barrier Log turns private obstacles into shared intelligence.** Over time, patterns emerge and patterns are where the leverage is.



BARRIER LOG

1. **Introduce the log at the end of a training session,** alongside the Commitment Card. When participants make their commitment, ask them to also agree to record what gets in the way.
2. **The log needs only four fields: what were you trying to do,** what blocked it, where did the block come from (culture, process, budget, leadership, something else), and what did you do instead?
3. **Keep it simple - a shared spreadsheet, a Teams channel,** a physical noticeboard. The format matters less than the habit.
4. **Review the log together every few months.** Look for patterns: the barriers that appear repeatedly, across teams or organisations, are the ones worth escalating. Take them to leadership.

WORKS WITH

Act-ivate You — patterns in the log are worth taking to your buddy.

Act-ivate Commitment – make recording barriers a key commitment for participants

INSPIRED BY

Sara Ahmed (2021) *Complaint!* Durham: Duke University Press. We map the "walls" to transform private frustration into the collective intelligence required for systemic change.



ACT-ivate

FOUR WEEKS LATER

Measure how the training
has shifted **behaviour**



The real test of any session isn't what people say in the room, but what they **do** when they leave it. A single, light-touch **check-in** four weeks later closes the loop, **surfaces real stories of change**, and tells you **honestly** what **landed** and what didn't.

FOUR WEEKS LATER

- 1. Set the survey up before the session ends.**

Schedule it to land four weeks later so you don't forget. If participants have agreed you can replace the written questionnaire with a scheduled invitation for a coffee catch up.

- 2. Keep your review to three questions maximum.**

Ask participants to reflect on any commitments they made on the day. Did they act on them? What got in the way if not? Give space for feedback that doesn't follow the pattern you've defined.

- 3. One open question always outperforms a rating scale e.g.** "What's one thing that's different because of this training?"

- 4. Share anonymised findings** back with the training group to help them feel like they are delivering the WFG Act together

WORKS WITH



Act-ivate Story Harvest — use the open question responses as the seed for a fuller story collection



Act-ivate Self Guided – to evaluate the extent to which learning has been effective

*what got
in the
way?*

*what is
better?*

*could you
implement what
you learned?*