



**IMPACT AND  
ASSESSMENT TOOL  
FRAMEWORK**



## CREATE

### 3 Role Evaluation Impact and Assessment Tool

The purpose of this tool is to enable individuals to reflect on their own story about how their CREATE journey has impacted on all the 3 people who take part within the CREATE methodology and on the resettlement of refugees as a whole.. The impact assessment tool enables the participant or therapist, in a facilitated discussion with the Therapists or supervisor, celebrate the journey they have taken, what has been achieved along the way and where they are now. It can then support a purposeful discussion into what the next steps maybe and what actions need to happen.

#### Step One – Map Out Impact

Creating an environment whereby the learner feels safe, enabled and relaxed sufficiently to be able to begin to tell their story of their own journey using the CREATE IMPACT indicators is really vital. Lots of the “smaller” steps that many of the learners take are not valued or recognised by themselves so celebrating the journey rather than just the destination is particularly helpful as you go through this process.

1. Each individual will be provided with a copy of the CREATE Diagram. The facilitator will then ask each of the questions within the framework (App: A) encouraging each individual to answer by selecting a red; amber or green piece of paper. The choice of colour being based on:

- Red – “not at all” or on a scoring scale - 0-3 out of 10
- Amber – “to some extent” or on a scoring scale – 4-7 out of 10
- Green – “to a great extent” or on a scoring scale – 8-10 out of 10

*(Please note the choice of colour or indeed symbol is flexible as long as it is clear whether the chose colours or symbols represent a scale of impact this can be agreed with the individual or the group before the exercise takes place.)*

2. Depending on the ability of the individual to reflect and the time available, encourage individuals to either write a couple of comments on the diagram next to step they have coloured or share these with the facilitator to give more information about their reasons for the choice of impact. E.g. how have they done it; what they have achieved or the benefits they got from doing each of these actions
3. For each of the 3 questions in the 3 categories ask participants to colour one of the stepping stones in either red, amber and green related to the sections of the diagram individuals are reviewing.
4. Finally the following supplementary questions may be helpful to encourage individuals to reflect on the diagram they have created:
  - a. What did you hope would happen at the start of the CREATE process?
  - b. Have there been any unexpected outcomes whilst working on developing If so please feel free to create your own cards
  - c. How would you sum up the experience of working on CREATE?

#### Step Two – Developing Create

1. Encourage each individual to reflect on their mapping exercise completed in Step One and consider:
  - a. What dimensions do they want to create greener colour on?
  - b. How can the other pathways help them to do this?

- c. What are the barriers to making this happen?
2. Encourage individuals to consider if CREATE needs to be reshaped as a result of the mapping activity? If so:
  - a. In what way?
  - b. What are the priorities?
  - c. What will make the greatest difference to the CREATE development and who can help them to do this?
  - d. What do they need to do next?

**Appendix A: 3 Role Framework Questions for participants**

<p><b>1. Improvement in my personal wellbeing?</b></p>	<p><b>2. <u>Self Awareness*</u></b> To what extent has CREATE enabled me to understand what's important to me and what I want for the future?</p> <p><b>3. <u>Skills and Confidence</u></b> To what extent has CREATE enabled me to recognise and develop my skills and feel more confident?</p> <p><b>4. <u>Health and Well-Being</u></b> To what extent has CREATE improved my overall health and well-being? E.g. I feel better about myself and more resilient, fitter and positive about things</p>
<p><b>2. Improvement in my ability relationships</b></p>	<p><b>1. <u>Strengthening Existing Relationships</u></b> To what extent CREATE enabled me to strengthen my existing relationships? E.g. my relationships with friends and family have improved</p> <p><b>2. <u>Building New Relationships</u></b> To what extent has CREATE enabled me to develop new relationships and grow my support network. E.g. I have created new links and connections which will help me in the future</p> <p><b>3. <u>Working Together</u></b> To what extent has CREATE enabled me to collaborate with others in activity that is meaningful to me, this could be at home, or in voluntary work.</p>
<p><b>3. Settling into the community</b></p>	<p><b>1. <u>Community Needs</u></b> To what extent has Create helped me understand the community I live/work in?</p> <p><b>2. <u>Make a Difference</u></b> To what extent has developing and working on CREATE helped me or the people I work with to take a small action to feel more part and at home within this community?</p> <p><b>3. <u>My Lasting Difference</u></b> To what extent has developing and working on CREATE enabled and empowered me to find out how I can take an active role in my community, E.g. I am looking for a purpose/need that really uses my skills and passions</p>
<p><b><i>Spend some time reflecting on your own picture and begin to explore are there connections between actions taken under one dimension beginning to affect other dimensions? What links and connections and/or "knock-on" effects can you see?</i></b></p>	

***\*Consider using the "Parts of the Body" framework at this point if more detail is needed***

**Appendix B: 3 Role framework: Questions for therapists**

<p><b>1. Improvement in my personal skills and competences?</b></p>	<p><b>1. <u>Self Awareness*</u></b> To what extent has CREATE enabled me to understand my strengths and learning points in relation to the target group</p> <p><b>2. <u>Skills and Confidence</u></b> To what extent has CREATE enabled me to recognise and develop my skills and feel more confident about supporting the resettlement of refugees and migrants</p> <p><b>3. <u>Health and Well-Being</u></b> To what extent has CREATE enabled me to support the target group in their "recovery".</p>
<p><b>4. Improvement in my therapeutic approaches</b></p>	<p><b>4. <u>Strengthening Existing approaches</u></b> To what extent CREATE enabled me to strengthen my existing therapeutic approaches?</p> <p><b>5. <u>Developing and using new approaches</u></b> To what extent has CREATE enabled me to develop new therapeutic and develop my own practice.</p> <p><b>6. <u>Working Together</u></b> To what extent has CREATE enabled me to collaborate with others in activity that supports my therapeutic approach</p>
<p><b>5. Settling into the community</b></p>	<p><b>4. <u>Community Needs</u></b> To what extent has Create helped me understand the community I live/work in?</p> <p><b>5. <u>Make a Difference</u></b> To what extent has developing and working on CREATE helped me or the people I work with to take a small action to feel more part and at home within this community?</p> <p><b>6. <u>My Lasting Difference</u></b> To what extent has developing and working on CREATE enabled and empowered me to find out how I can take an active role in my community, E.g. I am looking for a purpose/need that really uses my skills and passions</p>
<p><b><i>Spend some time reflecting on your own picture and begin to explore are there connections between actions taken under one dimension beginning to affect other dimensions? What links and connections and/or "knock-on" effects can you see?</i></b></p>	



## CREATE - Creative Therapy in Europe

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### Partnership



Merseyside Expanding Horizons Ltd – United Kingdom (Coordinator)



SOLA ARTS – United Kingdom



Gesellschaft für Theatertherapie e.V. - Germany



Compagnie Arti-Zanat' – France



CESIE – Italy



Associazione Sementerla Onlus – Italy



Clonakilty Community Arts Centre – Ireland

For more information about the Project and to learn more about the CREATE method please visit [www.create-eu.com](http://www.create-eu.com)



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