

# Re-Visioning

An Idea into Action Project Tool for Evaluating and Positioning an Idea

Key Audience: Leaders of Organizations, Leaders of Large Change Initiatives



**Overview of Idea to Action Project:** When exploring the complex work of bringing ideas into action, the core question for this research team is what components of the process might reveal themselves as “good bets” for more successfully translating ideas into sustained action. Discover early resources from the project which give leaders and educators some concepts and questions to consider in change processes.

**Purpose:** *When it comes to creating change, having a good idea (principle, framework, set of practices, etc.) is often just the beginning. How do we know that an idea will gain momentum and serve well? In fact, it's typical for ideas to require some adapting and adjusting to the setting. To evaluate whether an idea will gain momentum and serve well, use the qualities listed below to test it. Keep in mind that the qualities listed are not exhaustive, and that an idea does not have to meet all the qualities listed. Focus on a few key qualities that make sense for the idea and the setting.*

## The idea is compelling.

Here are some questions that people think about for this quality:

Is it **relevant** for all involved? ♦ Is it **salient**, capturing attention easily? ♦ Is it a **game-changer** – interesting, provocative, etc. – in some way? ♦ Is it an **important adoption** for your organization? ♦ Does it bring a **new pattern of thought and practice** to the context?

## The idea is good for me, for us.

Here are some questions that people think about for this quality:

Does it address a **clear gap or need**? ♦ Does it offer a **relatively better way** toward a specified goal? ♦ Does it offer **clear value** for the people adopting the idea? ♦ Does it have **tradeoffs that are considered acceptable**? Can it be **personalized** to be more relevant or compelling?

## The idea is implementable given time, resources, personnel, etc.

Here are some questions that people think about for this quality:

Is it **elegant**, i.e. simple enough for everyone involved to understand it? ♦ Is it **doable**, given the resources and support available? ♦ Is it **compatible with existing practices, values and norms**? ♦ Does it offer **opportunities for rapid prototyping** so that people can experiment with it?

## The idea is sustainable.

Here are some questions that people think about for this quality:

Does it offer **straightforward ways for getting feedback** without complicated procedures? ♦ Does it offer **observable results**? ♦ Is it **scalable** over time and across group sizes? ♦ Is it **easily integrated** into existing practices? ♦ Is it **adaptive enough** to work in different contexts?

*Once the key qualities of the idea have been identified, move on to adjusting, adapting, and tuning the idea to fit the context. Use feedback to continue to re-vision the idea so that it is compelling for the intended purpose and context.*



The “Re-Visioning” tool was developed by the Idea to Action initiative at Project Zero, Harvard Graduate School of Education, with Independent Schools Victoria (AU). Questions? Email [pzlearn@gse.harvard.edu](mailto:pzlearn@gse.harvard.edu).

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