



Guiding Questions

SPEAR'S COMPASS

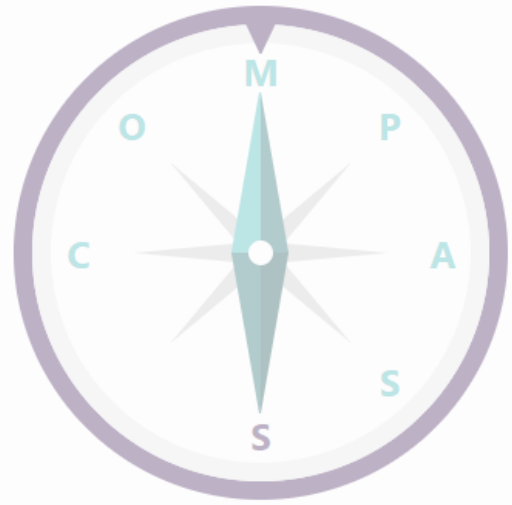
Spear's Compass Guiding Questions

C: Is it Creative?

- Does it challenge the status quo? The institution?
- Is it visionary in your context?
- Does it bring or create something new?
- Does it bring about a qualitative lift?

O: Is it Open?

- Is it transparent to others?
- Can it be analysed from different perspectives?
- Is it possible to discuss pros and cons?
- Is it participatory? Is it accessible?
- Do all groups and individuals have a voice?



M: Is it Mitigating?

- Does it successfully eliminate or reduce bias?
- Is it non-discriminatory?
- Does it challenge stereotypes and norms?
- Is it meaningful and mindful?

P: Is it Processual?

- Does it focus on processes and procedures?
- Does it inspire action?
- Does it focus on practice and operation, on doing something?
- Is it functional?

A: Is it Accountable?

- Is it just and fair?
- Is it responsible? Does it comply with national and international regulations, charters and codes?
- Is leadership responsibility clear and explicit? Do leaders act according to their responsibility?
- Are there measures in place that track and follow-up on progress and developments?

S: Is it SMART?

- Specific: Reflect on and answer basic questions: what, why, how, who, when and where
- Measurable: Do you have quantitative and/or qualitative indicators and respective targets?
- Achievable: Do you have the skills and resources to achieve the goal? If not, can you obtain them? Is the amount of effort required on par with what the goal will achieve?
- Result-oriented: What will be the consequences/ outcomes? Is it aligned to the overall objective(s)?
- Time-bound: What is the deadline? Is it realistic?

S: Is it Sustainable?

- Is it reproducible?
- Is it systemic? Does it take its context into account?
- Does it use resources in ways that do not deplete them?
- Is it self-generative?