

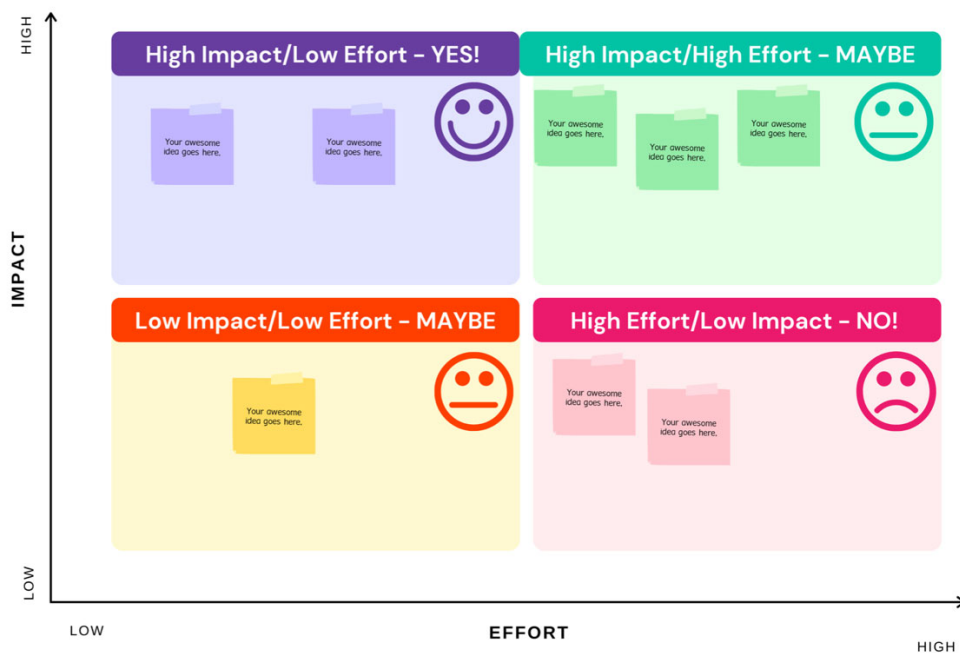
Reflection activity - Impact/Effort Matrix

Reference - <https://toolbox.hyperisland.com/impact-effort-matrix>

Purpose: To generate ideas and examine them by two factors: Impact and Effort. In this decision-making exercise, possible actions are mapped based on two factors: the effort required to implement and the potential impact. Some ideas are costly but may have a bigger long-term payoff than short-term actions. Categorizing ideas along these lines is a useful technique in decision making, as it obliges contributors to balance and evaluate suggested actions before committing to them.

The Process

1. **Exchange (What did you give and what did you gain)** - Reflect on the schools you visited today, ideate a list of ideas or goals based on the experience. What was reaffirming, what did you learn? When ideating think big and small. Frame the goals or ideas in terms of a “**What to do**” or “**What we need**” questions. This may sound as simple as “**What do we need to reach our goal?**”
2. **Influence** - Share back with your colleagues your exchange list from step1. Discuss with each other changed (your beliefs, environments, practice, professional growth) as a result of being influenced today?
3. Bite size **Generate** (How will this experience extend beyond the initial focus and how will we evolve our practice and/or systems?)
 - a. Draw the 2x2 matrix in your journal.



- b. Collaborate with your school or team leaders to present their ideas back to the group by placing them within a 2x2 matrix that is organized by impact and effort.
- c. Discuss the strategy:
 - As participants place their ideas into the matrix, the group may openly discuss the position of elements.
 - It is not uncommon for an idea to be bolstered by the group and to move up in potential impact or down in effort.
 - In this respect, the category of high impact, low effort will often hold the set of ideas that the group is most agreed upon and committed to.

Other references - <https://buildd.co/product/2x2-impact-effort-matrix>