







Worksheet #12: Mapping Outcomes

Tracking change that's visible, lived, and lasting

This worksheet is for teams, funders, and practitioners who want to track change in ways that honour kaupapa Māori, relational practice, and community-defined outcomes.

Why map outcomes?

Mapping outcomes helps you see change as it unfolds—not just at the finish line, but in the small shifts, cultural signals, and collective action that signal something is growing.

-  Shows progress in layered, lived ways—not just numbers
-  Recognises contribution (not just attribution)
-  Helps you spot early signals and systemic shifts
-  Strengthens reflection, learning, and accountability

Core elements of Outcome Mapping

Element	What it is	Why it matters
Outcome Statements	Clear picture of what success looks like	Ground your mahi in purpose and community voice
Progress Markers	Signs of change—early, emerging, and transformational	Celebrate shifts that build momentum
Influence Pathways	How your mahi contributes to a wider ecosystem	Acknowledge collective action and complexity
Cultural Markers	Indicators shaped by tikanga, whenua, and whakapapa	Honour Indigenous and community ways of knowing and being

Outcome Mapping Template

Outcome Stage	Description	Example (Housing)	Cultural Marker
Early Signs	Small shifts, just beginning	Whānau begin attending hui	Te reo Māori is heard more often in everyday kōrero
Developing Change	Deeper engagement, growing momentum	Whānau start community garden	Tamariki join kapa haka or māra kai initiatives
Sustained Change	Embedded behaviours or systems	Garden maintained and led by whānau	Kaumātua mentoring rangatahi
Transformational	Broader systemic or policy impact	Garden project influences council food policies	Community voice included in local planning

 Reflect as you go: “What helped make this shift possible?”

Progress Markers Framework

Category	Example (Rangatahi Wellbeing)
Expect to See	Attending their first wānanga on identity
Like to See	Starting a peer support group
Love to See	Advocate for tikanga-based change in local schools

Mapping Influence Pathways

Factor	Example
Your Role	Supported whānau-led design of housing initiative
Partner Contribution	Iwi provided tikanga mentoring
Wider System	The Council increased investment in community gardens
Community Action	Tenants formed an advocacy group to influence housing policy

Final Tips

- Let outcomes be alive—revisit and revise as things shift
- Involve your team, whānau, and partners in the process
- Pair this with other tools like story collection or reflection journals
- Keep it real, grounded, and reflective of what matters.