



Worksheet #5: What Does Your Good Look Like?

A guide for defining what success means in your mahi—grounded in values, shaped by community, and open to learning.

Start with Values

What matters most to your community? Let success grow from shared principles, not just performance targets.

Example

“Success means whānau feel safe, seen, and supported—not just that we filled a workshop.”

Define It Together

Work with those closest to the kaupapa to shape your outcomes.

- Hui or wānanga
- Visual tools (photo diaries, storytelling)
- Quick feedback (traffic lights, reflections)

Example

“Rangatahi said they feel more confident and connected—that’s success to us.”

Balance Perspectives





Success looks different depending on your lens:

- Community: Trust, relationships, cultural identity
- Funders: Clear outcomes, cost-effectiveness
- Practitioners: Sustainable, adaptive practice

Tip: It’s not either/or—integrate multiple forms of value.

What Counts as Success?

Think in layers:

-  Quick Wins – Visible early changes (e.g. increased participation)
-  Deep Roots – Long-term change (e.g. stronger community ties)
-  Blossoms – Celebrations and milestones
-  Weeds – Setbacks or surprises that help you grow

Choose Your Indicators

Use a mix to show the full story:

Type	Example
Quantitative	# of youth in leadership roles
Qualitative	Stories of personal growth
Cultural Indicators	Increased use of te reo Māori in community spaces

Track the Journey

Success is a path, not just a point. Use reflection cycles, progress maps, and community feedback to guide you.

Ask: What are we learning? Who is benefitting? What needs shifting?

Write Your Success Statement

Bring your definition to life:

“Success means creating culturally rooted spaces where rangatahi feel connected, confident, and supported. We track this through storytelling, peer leadership, and reo Māori visibility.”

Next Steps

- Reflect on your own ‘good’
- Check whose voices shaped it
- Explore how you’ll know when you’re on track