



Worksheet #7: Mapping Your Theory of Change

Change doesn't just happen—it grows from purpose, care, and community.

Use this worksheet to map the change you're working towards. A Theory of Change helps clarify your purpose, actions, and intended impact—much like planning out a thriving garden, it helps you grow with intent.

What Challenge Are We Responding To?

- ☐ What's the core issue or need we're addressing?
- ☐ What are the deeper causes or root challenges?
- ☐ Who is most affected, and in what ways?

Example:

"Many rangatahi in our rohe are disengaged from education due to racism, lack of cultural safety, and limited access to support. This disconnection undermines confidence, identity, and long-term wellbeing."

What Long-Term Change Are We Working Towards?

- ☐ What's the vision in 5–10 years?
- ☐ What will look, feel, or be different?
- ☐ What would flourishing look like?

Example:

Rangatahi Māori are connected to their whakapapa, feel seen and valued in education, and are confident navigating both cultural and mainstream spaces. They lead change in their whānau and communities.

What Outcomes Will We See Along the Way?

Prompts:

- What short- and medium-term shifts show we're making progress?
- How might change build over time?

Stage	Example
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Emerging	Rangatahi regularly attend wānanga and speak openly in safe spaces
Developing	Increased confidence, leadership, and cultural pride
Established	Rangatahi initiate and lead new kaupapa in their community

What Actions Are We Taking?

List the core activities, programmes, or mahi you're doing to create change.

How do these actions support the outcomes you want to see?

Are we using approaches grounded in kaupapa Māori or other community ways of working?

Prompts:

- What mahi are we doing?
- What practices or frameworks guide it?
- How do these activities connect to the outcomes?

Example:

We run fortnightly tuakana–teina mentoring sessions, whānau-led leadership wānanga, and creative expression workshops. These are grounded in kaupapa Māori and co-designed with rangatahi.


What Assumptions Are We Making?

Prompts:

- What are we assuming will work—and why?
- What beliefs or risks might need testing?

Examples:

- We assume that cultural connection will strengthen engagement.
- We believe that rangatahi are best supported by those with lived experience.
- We risk underestimating how much time is needed to build trust.

 Record your own assumptions and risks.

How Will We Know It's Working?

What kind of change are we hoping to see (behavioural, relational, cultural, systemic)?

What tools or tohu will help us track this change?

Are we including whānau voice, lived experience, and cultural indicators in our measurement?

Examples:

We use storytelling circles, feedback kōrero, a confidence rubric, and reo use in hui as tohu of change.

Matching Tools to Outcomes

Outcome	Tool or Indicator	Why This Works
Increased leadership confidence	Peer reflection rubric	Captures growth over time
Cultural identity strengthened	Storytelling and reo use	Reflects lived and cultural change
Systemic influence	Community submissions to local government	Shows impact at policy level

 Map your own outcomes and tools below.

Outcomes We're Working Towards	Tool or Indicator	Why This Works

Building in Reflection

Measurement should support learning—not just reporting.
Have we built in reflection points to review and adapt our mahi?
Who needs to be part of that kōrero?
How often will we pause to check in?

Examples:

- Monthly hui with rangatahi and whānau to review shifts and surface learning.
- Post-wānanga reflection journals or voice notes.
- Quarterly team reviews with community partners.

Final Thoughts

What excites or grounds us about this plan for change?

What's one small step we can take this week to bring it to life?