



Worksheet #8: Tohu of Change - Planning Tool

Tracking change through cultural signs, stories, and values





Like the return of birds or a shift in community rhythm, tohu show us what's growing—even if it can't be counted.


What matters most in our context?

- What signs of change would our whānau or community notice first?
- What matters to us, even if it's not easy to measure?

Identify your tohu (indicators of change)

Think about observable shifts in:

-  Language use (e.g. more reo in public spaces)
-  Relationships (e.g. intergenerational trust, new connections)
-  Identity and belonging (e.g. increased confidence, pride, leadership)
-  Environmental signs (e.g. birds returning, seasonal changes)

 What tohu could we use in our mahi?

Who can help us define these tohu?

- Have we worked with kaumātua, rangatahi, or cultural advisors to shape these?
- How will we make sure the process is community-led and tika?

Who we're involving and how:

How will we capture or observe the tohu?

Choose culturally safe ways of noticing and recording:

- Storytelling (e.g. pūrākau, talanoa)
- Visual journaling or photography
- Observations or whānau interviews
- Hui notes and reflective kōrero

What tools or approaches will we try?

Strengths and cautions

Strengths

- Honours cultural knowledge and Indigenous worldviews
- Supports kaupapa Māori and Pasifika approaches
- Builds meaningful, values-based evidence

Cautions

- Takes time—shifts may be subtle or slow
- May not align with traditional reporting
- Requires trust and strong relationships

What are our opportunities and risks?

Bringing it into practice

Use this space to plan how Tohu of Change will support your impact journey.

- How will we integrate it into our wider measurement or reporting?
- How will we share these insights respectfully—with funders, partners, or the community?