

# HOW TO USE YOUR DATA DIAGNOSTIC RESULTS

The free data diagnostic has been completed by approximately 2500 participants across Australia. It assesses skills in the areas of data literacy, data visualisation, and data storytelling. It is a tool that is useful for individuals (as they get their own pdf report) but also as a meeting resource for teams.

The data diagnostic works best when time is allocated in a meeting for all staff to complete the survey. It takes approximately 5-10 to complete, and this method seems to work better than sending the link prior to the meeting and asking staff to complete it.

[\*Click here to take the free data diagnostic\*](#)

When you are ready to talk with your staff about the results, think about guiding the conversation into two lanes - first focus on the insights that team members see in the report, and secondly, think about what what you DO with the insights.

I suggest starting with broad set questions about general trends, and then become more specific as your confidence and that of your team increases. It is the same for focusing on actions – you can start with quite broad questions, particularly if you or your team members are new to these types of conversations. You can become increasingly more specific and narrow in your focus as your confidence improves.

There are some questions proposed on the next page that you might find useful in team meetings. Once team members have their report, choose a couple of questions from each section and ask your staff to self-reflect and discuss with others. Don't use all of the questions in the list, just pick a couple that work best in your context. In addition, feel free to adapt and rework the questions to suit your organisation and your staff.

*If you would like a de-identified organisational summary report, these are available to purchase for \$900+GST. In order to produce this report, please ensure that you create and use a code prior to your staff taking the diagnostic, so we know which data belongs to your team.*

# QUESTION PROMPTS

## Insights

- What do you notice about the data in the report? What stands out?
- In which areas are you higher and lower? Is this what you expected? Why?
- Do any of the results surprise you? Why/why not?
- For each of the three sections, how did you compare with the national averages? What are your thoughts on this?
- Are there any immediately identifiable trends in the data (either in broad categories or individual questions in the bar charts)?
- Which areas should you be proud of?
- What areas need your attention?
- For each of the three sections, how did you compare with your colleagues?
- What questions do you have about the data?
- Who do you need to approach to find out the answers to these questions?

## Actions

- What can you do with these results?
- How can these results inform your practice?
- What are your possible next steps?
- How can the organisation support you on this journey?
- What can be done at an organisational level to build capacity in data use and storytelling?
- What specifically can/will you do next to build your capacity?
- What will that look like in your week/schedule/team?
- Where would you like to be in 12 months time? What do you need to do to get there?
- What will success look like? How will you know if you've improved?
- How can you help others/build capacity in your team, knowing these results?