



TINY RIPPLES
CONSULTING

RESOURCE GUIDE

Start with the shift you are noticing

Choose one change that feels important. Try not to start with the explanation. Start with the observation.

- fewer people accessing a service
- increased requests for support
- lower program attendance
- more incomplete intake forms
- changes in who is engaging
- shifts in demand across locations or programs

Observation vs. interpretation

Observation	Interpretation

Start with what you can actually observe. That keeps the team grounded in what you know before deciding what it means.



A simple change map

Use this page to organize what you know before deciding what to change.

1 The change we are noticing

What is different now?

2 What has stayed the same

What still appears stable or consistent?

3 What the data shows

What evidence do we already have?

4 What we still need to understand

What is unclear, missing, or still based on assumption?



Before deciding what to change, ask:

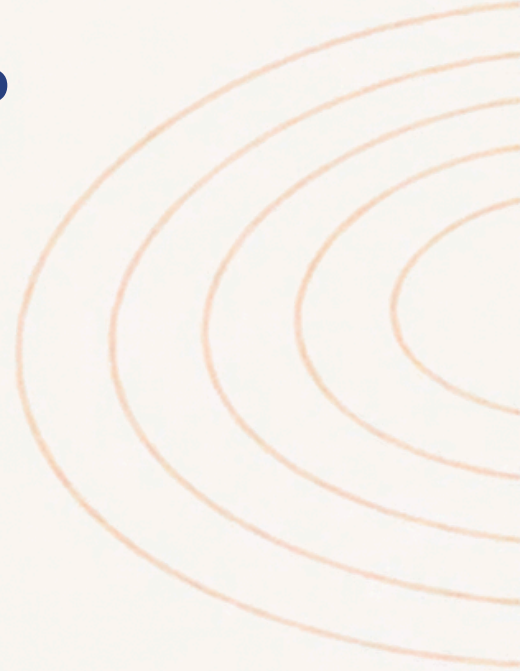
Do we know whether the problem is the program itself, or the conditions around it?

Sometimes the program needs to change. Sometimes the environment around it does.



Need help making sense of the patterns?

Tiny Ripples can work alongside your team to review the data you already have, identify what is still unclear, and build a more complete picture before you decide what to change.



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