

## Human Systems Talking Circles Logic Model

| INPUT  | ACTIVITIES   | OUTPUT   | OUTCOMES (short-term)  | OUTCOMES (long-term)  |
|--|--|--|--|---|
| <ul style="list-style-type: none"> <li>● Staff</li> <li>● Organizational contracts and funding</li> <li>● Training materials</li> <li>● Technology</li> <li>● Facilities</li> <li>● Budget</li> <li>● Office supplies</li> </ul> | <ul style="list-style-type: none"> <li>● Initial consultations</li> <li>● Orientation</li> <li>● Talking Circle sessions</li> <li>● Debriefing Sessions</li> </ul> | <ul style="list-style-type: none"> <li>● % of participants enrolled in the training process</li> <li>● % of participants who complete the training process</li> <li>● % of participants able to apply acquired skills in the workplace (long-term)</li> <li>● # of hours spent in consultation and Talking Circles</li> <li>● Informed Consent/Limits of Confidentiality contracts from each Talking Circle participant</li> <li>● Development of training materials</li> <li>● Customized Talking Circle Manual provided to organization upon completion of series</li> <li>● Qualitative data from initial consultations, orientation sessions, Talking Circles, and debriefing sessions</li> <li>● Quantitative and qualitative data from pre- and post-assessments</li> <li>● Final report, based on qualitative data, on challenges and pathways</li> </ul> | <ul style="list-style-type: none"> <li>● Acquisition of Talking Circles facilitation skills</li> <li>● Increased autonomy and personal agency <sup>1, 2, 4, 5, 8, 10, 11</sup></li> <li>● Identify individual opportunities for growth <sup>2</sup></li> <li>● Increased perceptions of social support <sup>10, 11</sup></li> <li>● Increased emotional intelligence skills <sup>7</sup></li> <li>● Increased supportive work environment and organizational culture <sup>2, 9, 10</sup></li> <li>● Increased organizational transparency and open access to strategic information <sup>3, 4</sup></li> <li>● Increased engagement <sup>6</sup></li> </ul> | <ul style="list-style-type: none"> <li>● Improved relationships <sup>2, 6, 9, 10, 11</sup></li> <li>● Increased job participation, job satisfaction, commitment, and professional quality of life <sup>1, 2, 4, 5, 6, 8, 10, 11</sup></li> <li>● Improved department performance <sup>2, 9, 10</sup></li> <li>● Reduced occupational stress, burnout, and turnover <sup>2, 5</sup></li> <li>● Improved organizational culture <sup>2, 9, 10</sup></li> <li>● Improved employee performance <sup>1, 2, 4, 11</sup></li> <li>● Improved client outcomes <sup>2</sup></li> </ul> |

## References

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