

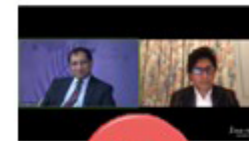
Evaluation Pills

#1 How can we apply neuroscience-based principles to improve evaluation processes?

As an evaluator, you want change in a positive direction. If you can understand what is going on in the brain of the evaluand, you have a greater likelihood of improving that change.



VIDEO



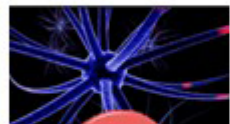
VIDEO

#4 How do you reconcile the independence construct & desire to build engagement with the evaluand?

You shift the conversation and the culture to get people to become more self-critical rather than defensive. Now, there is a demand for evaluations, in IFAD, because we are credible.

#2 How is IOE testing neuroscience principles' application to help improve IFAD's effectiveness?

We are bringing about evaluative conversations. This is because the process is more important than the evaluation report, insofar as it is where the learning takes place.



VIDEO

#3 How we can communicate eval findings based on neuroscience to trigger uptake of recommendations?

Coming to a meeting with a positive intention is important because you want that to mirror in the other person's brain.



VIDEO



VIDEO

#5 What enables people to positively affect change?

Factors that allow people to feel motivated to change are: autonomy (how free am I to do what I need to do); competence (do I have the necessary skills); social relations.



VIDEO

#6 What hinders people from positively affecting change?

People become very insecure when change occurs at a rapid pace. When people are insecure, they become more fixed and rigid in their own opinions.

#7 How can an evaluator foster positive change?

You are more likely to achieve change when you are focused on removing barriers to the work of the evaluand, and if this intention is aligned with the desire of the evaluand.



VIDEO



FULL VIDEO

IFAD Innovation Talks #13
Building a humanized
approach for better results

Evaluation
through the
lens of brain
science

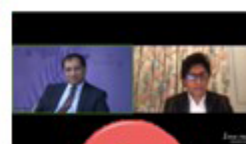
A conversation with
Dr Indran A. Naidoo
Director, Independent Office of Evaluation
IFAD

Dr Srin Pillay, M.D.
CEO, NeuroBusiness Group

Evaluation Pills

#8 To what extent are the principles of engagement applied across the UN system in the eval context?

It's a cookie cutter approach. In the bureaucratic UN processes, you cannot get the space for the deeper discussion and engagement. Very few offices have the latitude to do so.



VIDEO



VIDEO

#11 How can we handle conflicting interests b/w management & evaluators with brain science principles?

We agree to disagree, agreeably. We are not always going to get consensus, and that's fine. The challenge is in the fact that there is an element of ego to overcome.

#9 How can we overcome habit pathways that inhibit positive change?

Decrease stress, promote a culture that flourishes in agility, and foster a growth mindset where there is an understanding that errors can be course corrected with hard work.



VIDEO

#12 How can we decrease stress and anxiety in the context of an evaluation?

Prioritize tasks; focus on the 'here and now'; remember that 'this too shall pass'; address what you can control; and shift your attention from the problem to the solution.



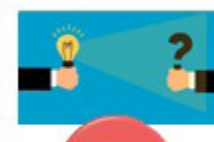
VIDEO

#10 How important is the human element in evaluation?

Evaluation is a human business. Having information does not translate into changing the situation. More important than the result is the conversation to bring about the change.



VIDEO



VIDEO

#13 What constitutes objectivity?

Reality is not just about quantitative information, but also qualitative information. The range of what constitutes evidence is very broad. There is no 'one size fits all' methodology. We hope people become more thoughtful in terms of how evaluations are carried out and received.



FULL VIDEO

Mindset Strategies for Post-Evaluation Transformation

Evaluation through the lens of brain science

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