

**Example: Tangible Outcomes**

<b>Outcomes for:</b>	<b>Type of Outcome</b>	<b>Illustrative Examples</b>
<b>Individuals</b> <ul style="list-style-type: none"> <li>• client</li> <li>• community residents</li> <li>• member of collaborative</li> <li>• service provider</li> </ul>	<i>changes in</i> <ul style="list-style-type: none"> <li>• attitudes, perceptions</li> <li>• knowledge, competence</li> <li>• skills, abilities, capacities</li> <li>• behaviors, actions</li> <li>• lifestyle: income, employment, levels of empowerment</li> </ul>	<p>As a result of a nutrition education initiative, senior citizens have saved money and improved their nutrition.</p> <p>Collaborative members have learned strategic planning and have transferred these skills to other situations.</p>
<b>Groups</b> <ul style="list-style-type: none"> <li>• family</li> <li>• work group</li> <li>• community group</li> <li>• collaborative</li> </ul>	<i>changes in</i> <ul style="list-style-type: none"> <li>• interactions, behaviors, actions</li> <li>• values, culture</li> </ul>	<p>As a result of a family support initiative, families with dependent members exhibit greater caring and less stress.</p>
<b>Agency; organization</b>	<i>changes in</i> <ul style="list-style-type: none"> <li>• number of services or programs</li> <li>• type of services or programs</li> <li>• access</li> <li>• practices (e.g., expanded hours)</li> <li>• resource generation</li> <li>• resource use</li> <li>• policies</li> </ul>	<p>The organization has generated over \$1 million in cash or in-kind services in less than five years.</p> <p>Agency resources have been redirected to expand a mentoring program to serve an additional 15 teens-at-risk.</p>
<b>Systems</b> <ul style="list-style-type: none"> <li>• agencies</li> <li>• departments</li> <li>• organizations</li> </ul>	<i>changes in</i> <ul style="list-style-type: none"> <li>• relationships, interaction patterns; linkages and network</li> <li>• practices</li> <li>• policies</li> <li>• delivery of services</li> <li>• resource generation and use</li> <li>• institutionalization to sustain changes</li> </ul>	<p>Agencies, businesses, and local churches have established a joint planning process, merged their communications, and are sharing resources to better serve non-English-speaking residents.</p>
<b>Communities</b>	<i>changes in</i> <ul style="list-style-type: none"> <li>• values, attitudes</li> <li>• relations, support systems</li> <li>• civic action/ empowerment</li> <li>• social norms</li> <li>• infrastructure</li> <li>• policies, laws, practices</li> <li>• social-economic-environmental conditions</li> <li>• institutionalization</li> </ul>	<p>Friction within the community has eased and a coherent land use plan has been adopted.</p> <p>Youth are valued as contributing and equal members of the community.</p>

methods  
 outcomes  
 process  
 feasibility  
 self interest  
 practice  
 journey  
 context