How to use the Self-Assessment Impact Scale

At the beginning of your journey, bring your team together to complete the 'Before Self-Assessment'. The 'Before Score' should not change after you have done it the first time, think of it as a baseline.

Note: If you have already started your journey and did not complete the 'Before Self-Assessment' that is OK. You can do it at any time, even after you have adopted one or more principle. Use hindsight and discuss it as a team.

When you have made some progress and implemented one or more of the IMPES, complete the ESO Impact Self-Assessment again. We recommend you complete it either, every 6 months or a few months after each time you adopt a new principle. There is no limit to the number of times you complete it. Each time you do it with your team, record your score. This record will keep track of the impact of the IMPES are having on your organisation and help you assess the results of your efforts over time.

The IMPES have been designed by a Community of Practice (CoP) and we are continuously improving the IMPES based on your feedback and experience. The CoP are very interested to know how the IMPES are impacting ESOs work. Please send your completed Impact Self-As-sessment to the CoP at *hello@esoprinciples.asia*

When you send your Self-Assessment to the CoP, please include the following information in your email:

1. Date of this Self - Assessment

2. Your ESO's name

3. What stage ESO you are (use the below descriptions as a guide).

 ◆ Early Stage: Small team and portfolio, limited resources, vision and mission but no Theory of Change or MEL framework yet. MEL processes are simple, and data collection and analysis is everyone's job.

 ◆ Growth Stage: The team and programs are growing; you have moved beyond 'pilot' stage, you have more entrepreneurs (and more data) in your alumni network. MEL is becoming more difficult for team members with more programs and more entrepreneurs.

 ◆ Established Stage: Your team is larger; you're running multiple programs at once. MEL is too big a job for the team to share; you need team members dedicated to ensuring MEL systems are clear and being implemented.

4. The number of times you have used this assessment tool, including this time.

5. Approximately how long you have been working on implementing the IMPES.

6. Tell us which of the seven IMPES you have committed to adopting at this stage.

7. At your current stage of adoption how many of the IMPES (including the sub-principles) do you think your work completely aligns with?

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ESO Self-Assessment Impact Scale

This self-assessment asks your team to think about BEFORE your adoption of the IMPES, compared to AFTER you have adopted one or more of the IMPES. Answer the statements as you feel NOW, even if you have felt differently at other times in your journey. This is not a test – there is no "right" or "wrong" answer, the purpose of this process is for your team to understand if the IMPES are benefiting your organisation as intended.

Read the statements below. Discuss your response as a team. Choose one number on the scale of 1 to 6 that matches the extent to which you agree or disagree with the statement.

1. Strongly Disagree 2. Somewhat Disagree 3. Disagree 4. Somewhat Agree 5. Agree 6 Strongly Agree

Before Adopting the Principles	Statement	After Adopting the Principle/s
1 2 3 4 5 6	1. The team are very confident in their understanding of impact measurement.	1 2 3 4 5 6
1 2 3 4 5 6	2. We complete exactly the right amount of impact measurement activities.	1 2 3 4 5 6
1 2 3 4 5 6	3. We are always improving our impact measurement process to ensure it is of a very high standard.	1 2 3 4 5 6
1 2 3 4 5 6	4. Our impact data is completely accurate.	1 2 3 4 5 6
1 2 3 4 5 6	5. We always use impact data to make decisions about program changes.	1 2 3 4 5 6

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Before Adopting the Principles	Statement	After Adopting the Principle/s
1　2　3　4　5　6	6. Reporting on our impact is easy. We can easily access, understand and communicate our impact.	1　2　3　4　5　6
1　2　3　4　5　6	7. We always include funding for impact measurement in all our grant and funding applications.	1　2　3　4　5　6
1　2　3　4　5　6	8. All our funding agreements are long enough for us to evidence our impact within the funding period.	1　2　3　4　5　6
1　2　3　4　5　6	9. All our funding partnerships emphasise impact over outputs or activities.	1　2　3　4　5　6
1　2　3　4　5　6	10. Many of our entrepreneurs tell us that our impact data influenced their decision to choose our program.	1　2　3　4　5　6
1　2　3　4　5　6	11. Many of our funders tell us that our impact data influenced their decision to fund/partner with us.	1　2　3　4　5　6
Total Before Score: (out of a possible 66)		**Total During/After Score:** (out of a possible 66)

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12. Have you received any further investment or funding as a result of adopting the IMPES?

Yes | No | Unsure

Comments and Reflections:

_____

_____

13. Have you noticed an increase of investment or funding opportunities in the ESO sector since the end 2021?

(this question is only needed if you are sending this to the Community of Practice)

Yes | No | Unsure

Comments and Reflections:

_____

_____

14. How likely are you to recommend the IMPES to other ESOs or funders in your network?

(this question is only needed if you are sending this to the Community of Practice)

1	2	3	4	5	6	7	8	9	10
Not at all likely									Very likely

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