



LIFEHACK FLOURISHING FELLOWSHIP PROGRAMME EVALUATION – EARLY RESULTS

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support for the 2017 evaluation
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LIFEHACK



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EXECUTIVE SUMMARY

The Flourishing Fellowship was a professional development programme run by Lifehack that aimed to amplify the impact of people working to improve youth wellbeing. This report reflects on the growth of the Fellowship over the past three years and summarises the early evidence for the impact of the 2017 programme.

A professional development programme for people working to improve youth wellbeing

In 2017, we firmly positioned the Fellowship as a professional development opportunity for front-line workers, managers of youth-oriented services and people in policy and governance roles. In keeping with a kaupapa that holds diversity as a change-making impetus, the 2017 cohort of Fellows varied demographically and brought a range of experiences, roles, skills and motivations to the Fellowship. Reflecting Aotearoa's unique history and knowledge base, we deliberately incorporated more concepts and practices from Te Ao Māori. Recognising the expertise that each person brought to the Fellowship, we adopted peer-learning strategies throughout the programme.

Evaluation of the 2017 Fellowship suggests promising future impact

For the evaluation of the 2017 Fellowship, we set the available evidence against the Lifehack Impact Model to show which outcomes were 'switched on' for Fellows, their organisations, the sector, their communities, and for young people.

Because of the short time between the Fellowship finishing and this report, the findings here represent promising threads of change as Fellows apply their learning and new capacities. The figure below shows support for outcomes across several levels of influence. Stronger colour indicates stronger support for the outcome.

Economically sustainable programme according to a cost-benefit analysis

A cost-benefit analysis of the Prime Minister's Youth Mental Health Project¹ in 2016 produced an estimate of money saved or generated over a 10 year period if a young person 'switched' from having a mild to moderate mental health problem to being well. The benchmark was \$21,000 to \$30,000 per young person.

By this measure, only three young people would need to improve their wellbeing from being connected to 2017 Fellows to make the Fellowship economically beneficial. If we assume a conservative 15 young people per year are impacted by Fellows in their work, that gives us 330 young people per year that could switch to a better state of wellbeing. That's about 1% of the young people potentially reached by Fellows.

Flourishing Fellowship Outcomes Map

Overall we found stronger evidence for personal transformation of Fellows (programme impacts) than longer term outcomes. This was expected as it is early days since the programme ended. We found positive programme impacts in Fellow's knowledge, skills and confidence in wellbeing, co-design, behaviour-change and multidisciplinary mindsets.

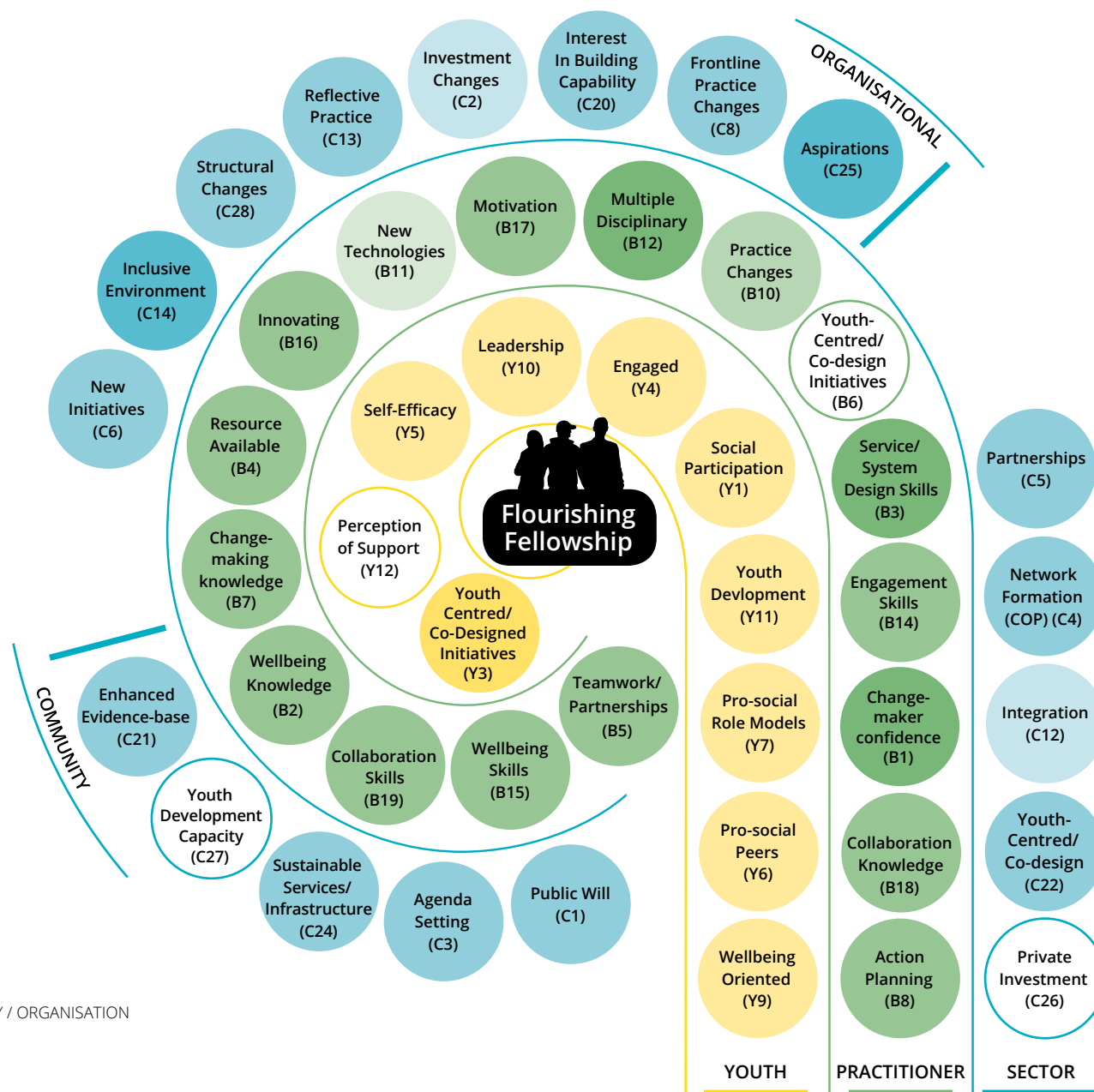
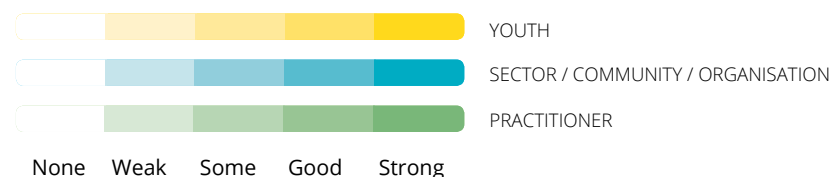
We found some evidence already emerging of changes for Fellows' organisations, sectors, communities and for young people in their communities. Co-design influence was the strongest thread through the different outcome levels. Fellows expected stronger outcomes in these areas in the future as they put their new capabilities into action.

Finally, we observed that outcomes were mediated by each Fellows' opportunity to influence within their environments. This confirms our learning from previous Fellowships.

The ratings were based on a combination of the number of data points, and the strength of each piece of evidence.

KEY: OUTCOME ACTIVATION

Map shows which outcomes were activated and the degree by which they were present overall for the Flourishing Fellowship programme.



THE FLOURISHING FELLOWSHIP PROGRAMME

The Flourishing Fellowship was a professional development programme that Lifehack ran in 2015, 16 and 17. It aimed to amplify the impact of people working to improve youth wellbeing.

The Fellowship brought together a diverse cohort from around Aotearoa New Zealand. The Fellows were supported to develop and co-design more effective, locally relevant wellbeing initiatives, while also growing their own practice and personal wellbeing.

Whakapapa: The History and Evolution of the Fellowship

The first Fellowship, in 2015, built upon Lifehack's previous programmes including Lifehack Labs² (a six week social lab that brought teams together to work on youth wellbeing projects) and Lifehack Weekends (hackathon-style events to progress community wellbeing projects)³.

The first Fellowship brought together a cross-sector group of 20 people from around Aotearoa New Zealand who were passionate about youth wellbeing. The purpose of the Fellowship was to increase the capability, opportunity and motivation for change agents who each had a different connection to youth

wellbeing. After showing some promising initial outcomes at a practitioner level, such as improved network cohesion and adoption of co-design methods in everyday practice, we decided to run the Fellowship again in 2016 and 2017.

Lifehack's early programmes, like Lifehack Labs, had focussed on creating sustainable and impactful *projects*. The first Fellowship in 2015 marked a shift to building *people*. This meant a shift to creating impact not just through new initiatives, but through changes in capability, opportunity and/or motivation of the youth workforce that would amplify their capacity to make change in their communities⁴.

Regional Distribution of Fellows 2015:2017⁵

KEY

■ Fellow 2015

■ Fellow 2016

■ Fellow 2017



Programme Design & Content

Each Fellowship involved three residential hui at retreat centres in the Wellington region. We selected Wellington venues partly because Wellington is a central point across the country, and also because we were able to find venue providers that readily met our needs.

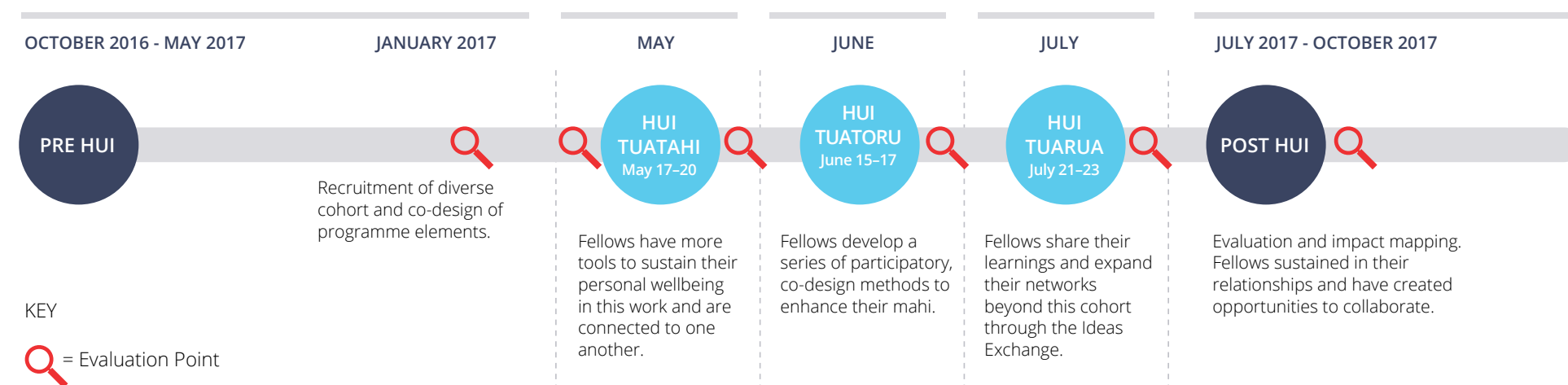
The residential hui enabled Fellows to develop a sense of whānau with the other Fellows. In between each hui, the Fellows stayed connected through a mixture of online updates via the closed Facebook group, in-person conversations, and project meetings.

Hui were spaced a month apart so Fellows could take their learning back to their workplaces and deploy some of the newly found skills before returning to reflect on their learning. This scheduling offered accountability and an opportunity to meet kanohi ki te kanohi (face-to-face) with the other Fellows between hui. Being face to face with other practitioners was a major source of practice support, especially for the Fellows from rural areas.

Removing the Fellows from their everyday environment was a deliberate strategy to give them the opportunity to reflect on their current practice and reconnect with their own strengths.

PAUL MCGREGOR, FELLOWSHIP CO-LEAD

Programme Timeline



Design Principles

The principles underpinned the design of all Lifehack's programmes, including the Fellowship. They reflect the learning of the Lifehack team (through previously programme evaluations) about how to create effective collaborative learning spaces that bring together diverse groups of people to explore sensitive topics. The principles locate Lifehack interventions within the context and history of Aotearoa, and enacted in a programme design, help to model the kinds of interdisciplinary ways of working and practice we seek to enable in others. The principles inform the structure, style and content of the Fellowship and have also evaluated the programme against these principles - see Design Principles graphic.

Throughout our programmes we have worked to incorporate mātauranga Māori and include and have our practice and approach informed by Te Ao Māori principles and practices. To deepen this commitment in 2017, we partnered with Carolyn Taueki-Stott (Muaūpoko, Taranaki) and Dougal Stott (Ngāpuhi, Ngāti Tūwharetoa, Ngai Te Whatuiapiti) of Moana Creative (both 2016 Fellows) to deliver the 2017 Fellowship programme. Our aim was to enable more genuine Māori participation and explore more fully a programme and experience embedded in an Aotearoa identity.

Building connections and whanaunga between Fellowship cohorts has always been part of our attempt to build in more sustainability around the potential impacts of the programme and help connect people's experience on the fellowship back into their daily lives and communities. This year we introduced a more deliberate tuakana/teina model pairing up

2017 Fellows with previous participants as mentors and facilitating their meeting prior to the programme starting. We also brought past Fellows in part way through the programme to connect with new Fellows and to awhi and provide feedback on their emerging ideas.

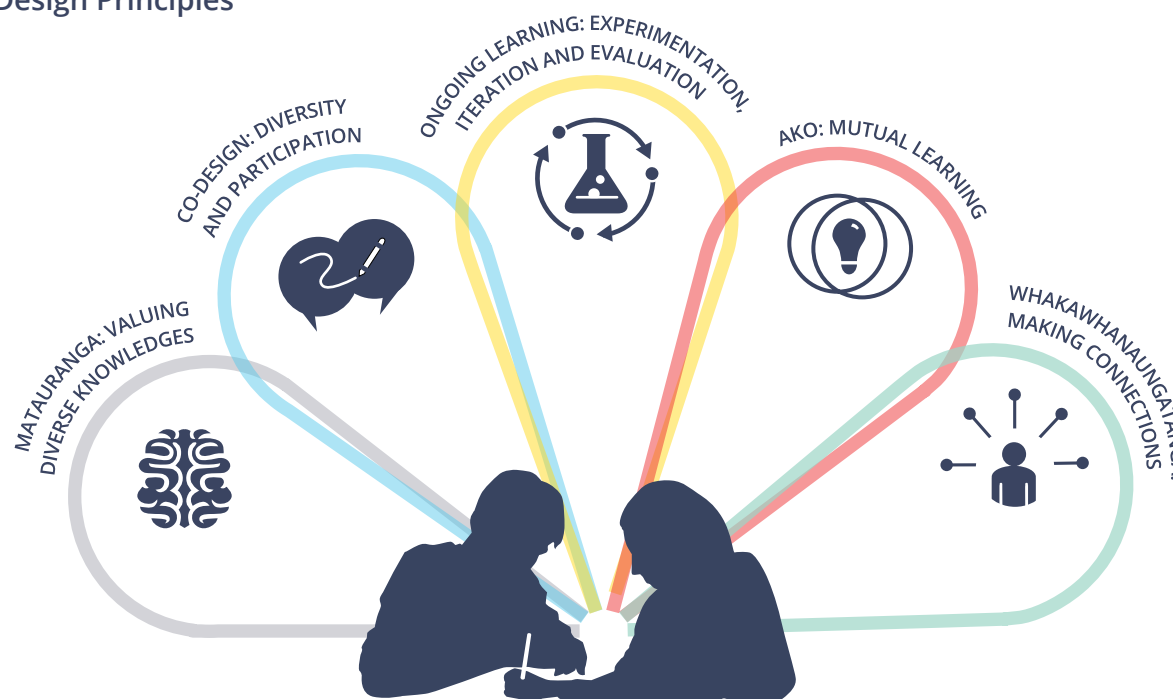
Programme Content

Lifehack programmes work at the intersection of different disciplines. To support more innovative approaches to youth wellbeing we draw on a number of evidence bases from across wellbeing science, co-design and systems thinking, social entrepreneurship and technology. An important component of the programme includes

material and experiences that locate fellows, their work and issues of youth wellbeing within the specific context of Aotearoa. The programme also includes ethical frameworks and tools that help practitioners new to these different disciplines navigate between these different knowledge bases and value systems.

True to the principles of co-design and ongoing learning, over the three Fellowships we have experimented with different content and structures. The Lifehack team used regular surveys and interviews and informal online channels to gather feedback and support co-design of the programme based on the Fellows' needs and experiences⁶.

Design Principles



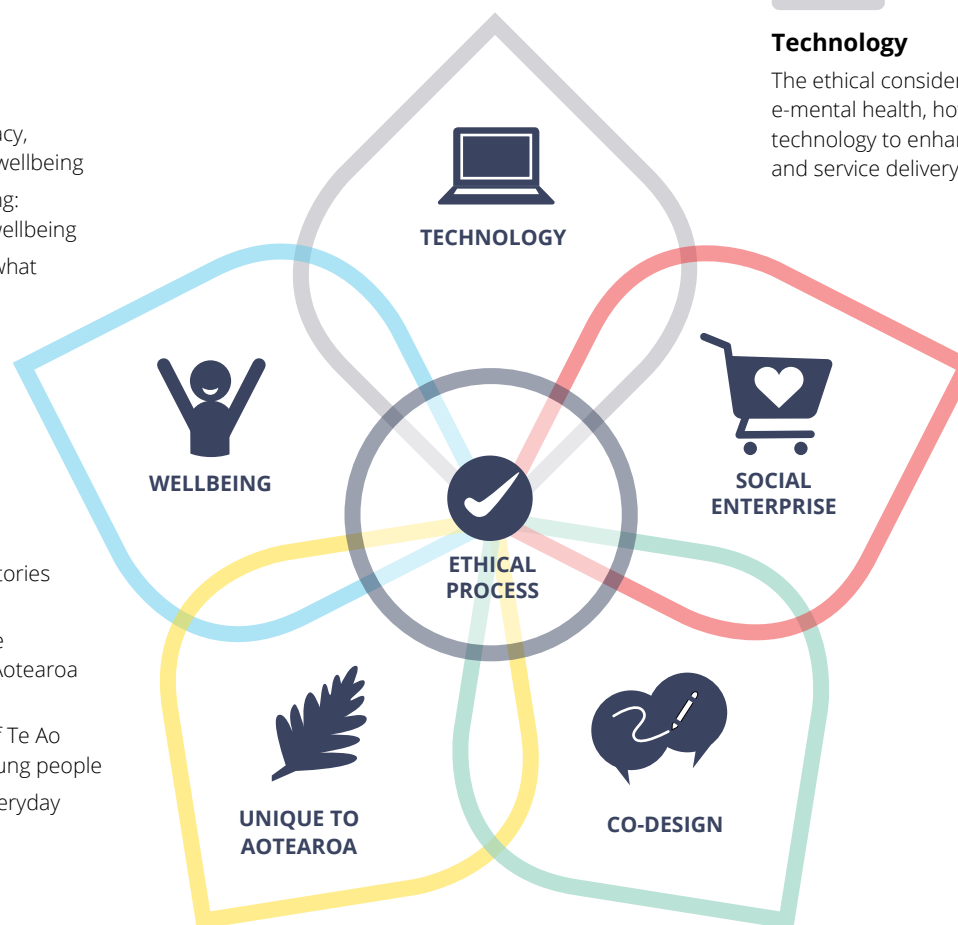
Flourishing Fellowship Programme Content

Wellbeing

- Personal wellbeing: wellbeing literacy, the inner critic and the science of wellbeing
- Supporting other people's wellbeing: interventions to support positive wellbeing
- Sharing current evidence around what works in youth wellbeing

Unique to Aotearoa

- Whakawhanaungatanga: sharing stories and building relationships
- Colonial history: learning about the significance and lasting impact of Aotearoa New Zealand's history.
- Te Ao Māori: exploring concepts of Te Ao Māori in everyday practice with young people
- Tikanga: how to build tikanga in everyday practices alongside young people



Technology

The ethical considerations in e-mental health, how might we use technology to enhance our practice and service delivery

Social enterprise

Using tools like the Social Lean Canvas to develop and sustainably progress a project idea

Co-design

How to use co-design methods to enable young people to participate in decisions and the design of services that affect them

Systems change theory and practice: What's your theory about how you might make change? What's your sphere of influence?

Ethical Process

Co-designing with young people in safe, effective and powerful ways.

Agents of Change

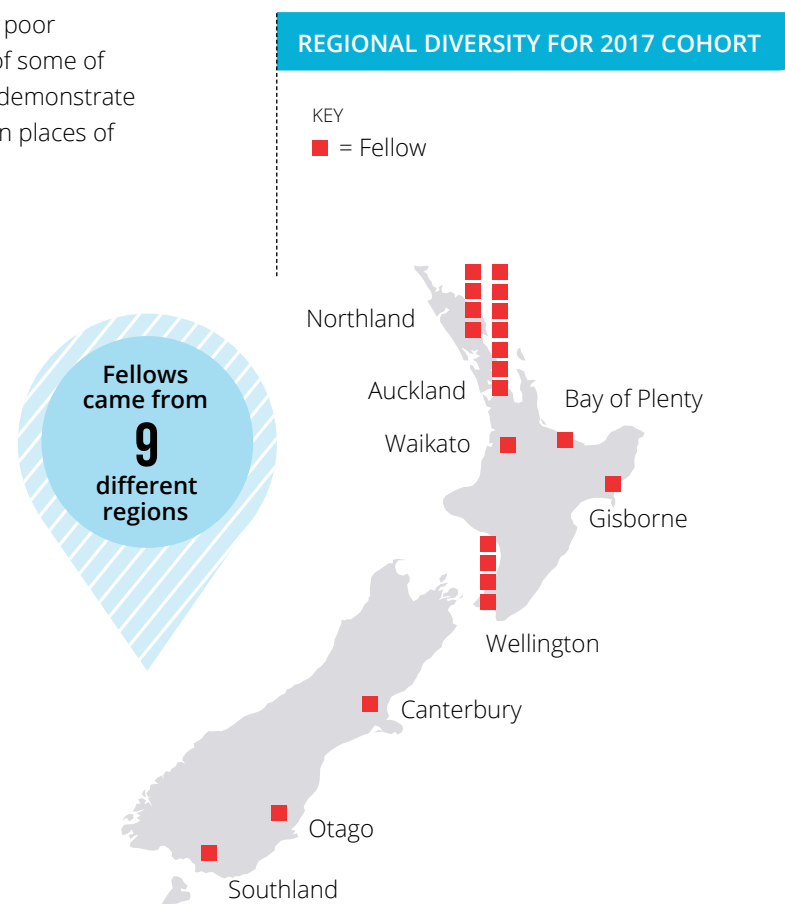
As with previous programmes, the 2017 programme intentionally recruited a diverse mix of people to model cross-sector working and increase the potential for skills and knowledge exchange between Fellows. We wanted to expose the Fellows to different stories about youth wellbeing and to open their eyes to the potential for co-design to create new opportunities.

All Fellows came with an idea or initiative they wanted to progress through the Fellowship. Initiatives included those addressing housing, community development, health, suicide prevention and wellbeing support, learning, and keeping youth safe in their communities.

Previous evaluations showed us that the Fellowship was most effective for people who work in the world of youth wellbeing, and wished to increase the pace, rigour or reach of their work. People without a clear opportunity to apply their learnings found the 2015 and 2016 programmes less engaging. Further, greatest impact for young people was achieved by those who already had capacity for influence and existing opportunities to apply their learning. For this reason we focused on recruiting participants who already had

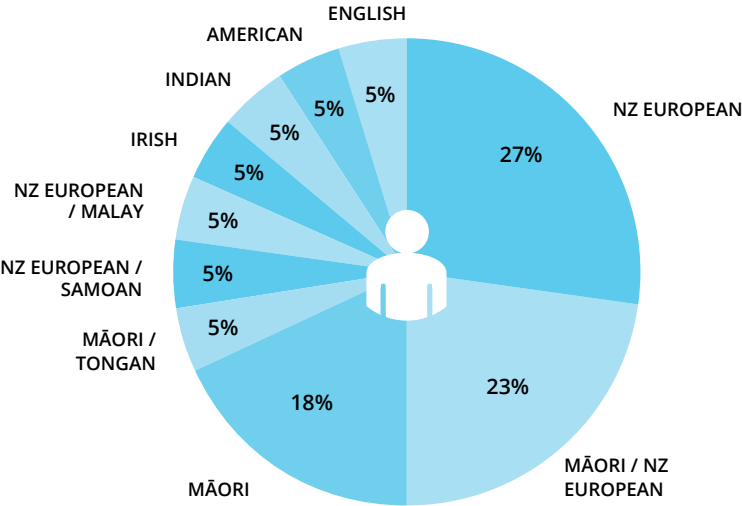
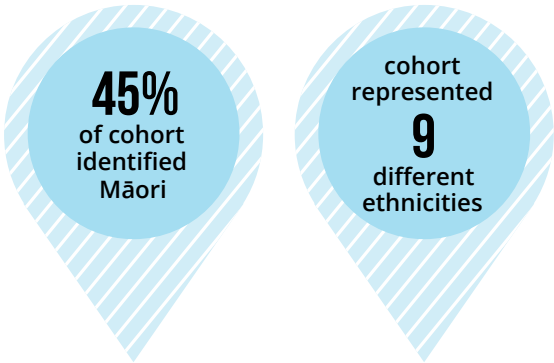
the potential for influence, and who would benefit from the kinds of opportunities for connection, capability building and peer support the fellowship offered.

As part of the application process, we asked Fellows to tell us what risk factors they observed for the young people they worked with. Within the literature, these risk factors increase the likelihood of poor outcomes. The risk factors paint a picture of some of the challenges faced by young people and demonstrate the Fellowship was targeting its resources in places of specific impact.

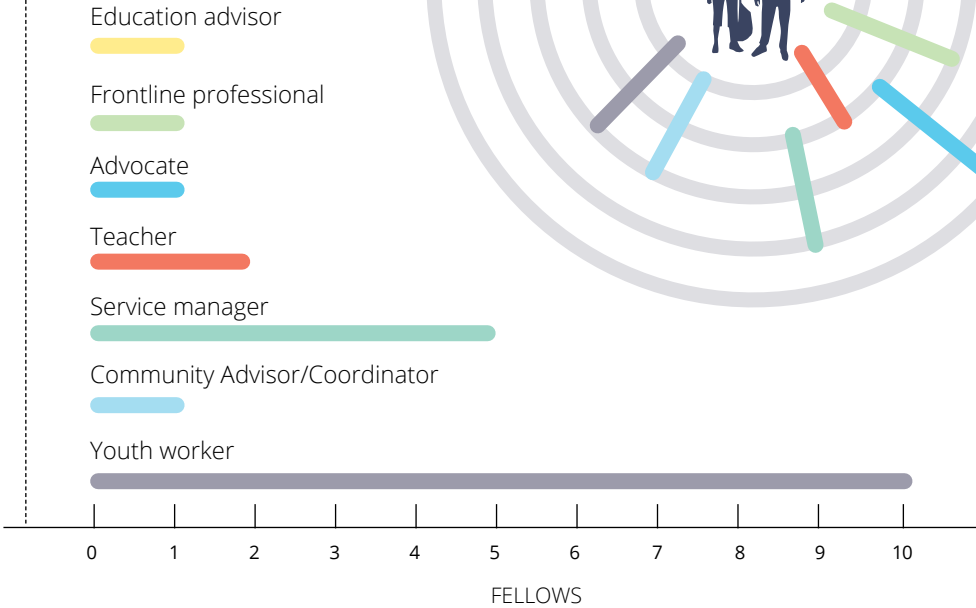


Flourishing Diversity Infographic

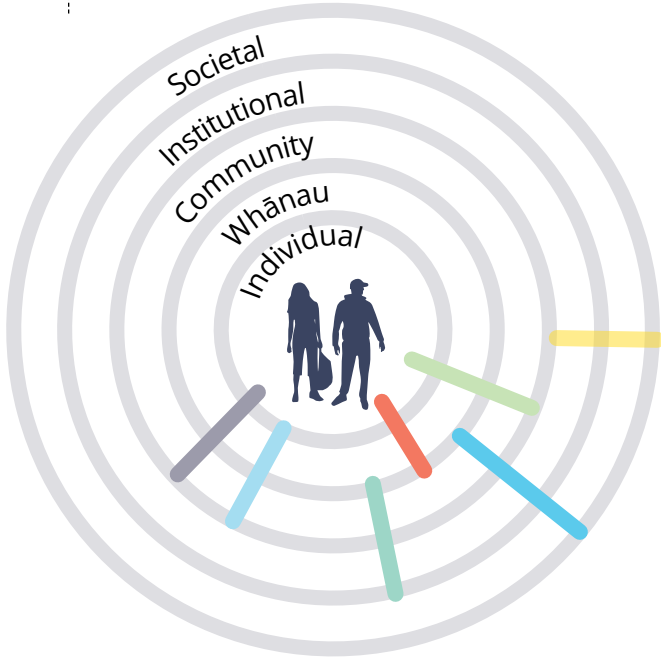
ETHNIC DIVERSITY



SPREAD OF ROLES



ROLE IN THE YOUTH WELLBEING SYSTEM?



Individual risk factors

Identity. Almost all Fellows reported young people saw themselves in a negative way. Young people suffered with a lack of self-worth or negative self-concepts. Other identity concerns were poor body image.

Lack of employment and income. Two-thirds of Fellows said they worked with young people who experienced barriers to employment or were living in poverty. About a third of Fellows also noted transient housing arrangements for young people.

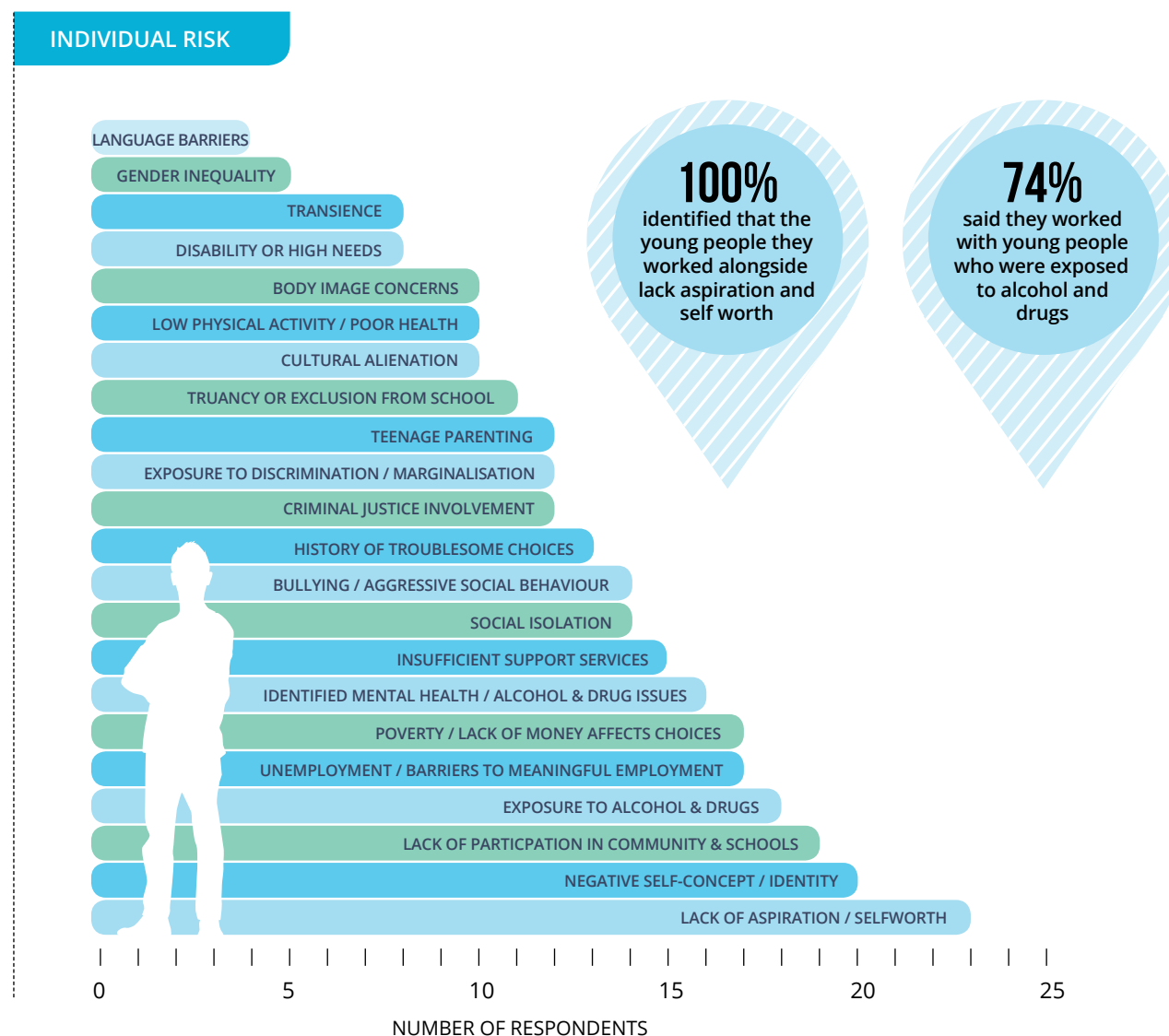
Lack of personal support. Over half of Fellows identified lack of support as a concern for the young people they worked with. Young people had a lack of support from peers, families, and adults, as well as exposure to family violence and bullying.

Lack of institutional support. Many Fellows reported young people were not engaged in school or community activities or were involved in the criminal justice system. Over half of Fellows thought there were not enough support services for the young people they worked with.

Social exclusion. Social exclusion of young people through cultural alienation, gender and other forms of discrimination was reported by nearly half of the Fellows. Some Fellows were also working with young people with disabilities or language barriers.

Infographic of individual risk and community risk data tables

This represents challenges identified by Fellows at a community and individual/whānau level



Health issues. Exposure to, or use of, drugs and alcohol was reported as a concern for young people by more than a third of Fellows. Over half of Fellows were working with young people who had a history of making troublesome choices. Some Fellows were working with young people with poor health including low levels of physical activity.

Community risk factors

Fellows told us about aspects of their communities that make life difficult for the young people they work with. Many of these mirror the individual concerns hampering the young people.

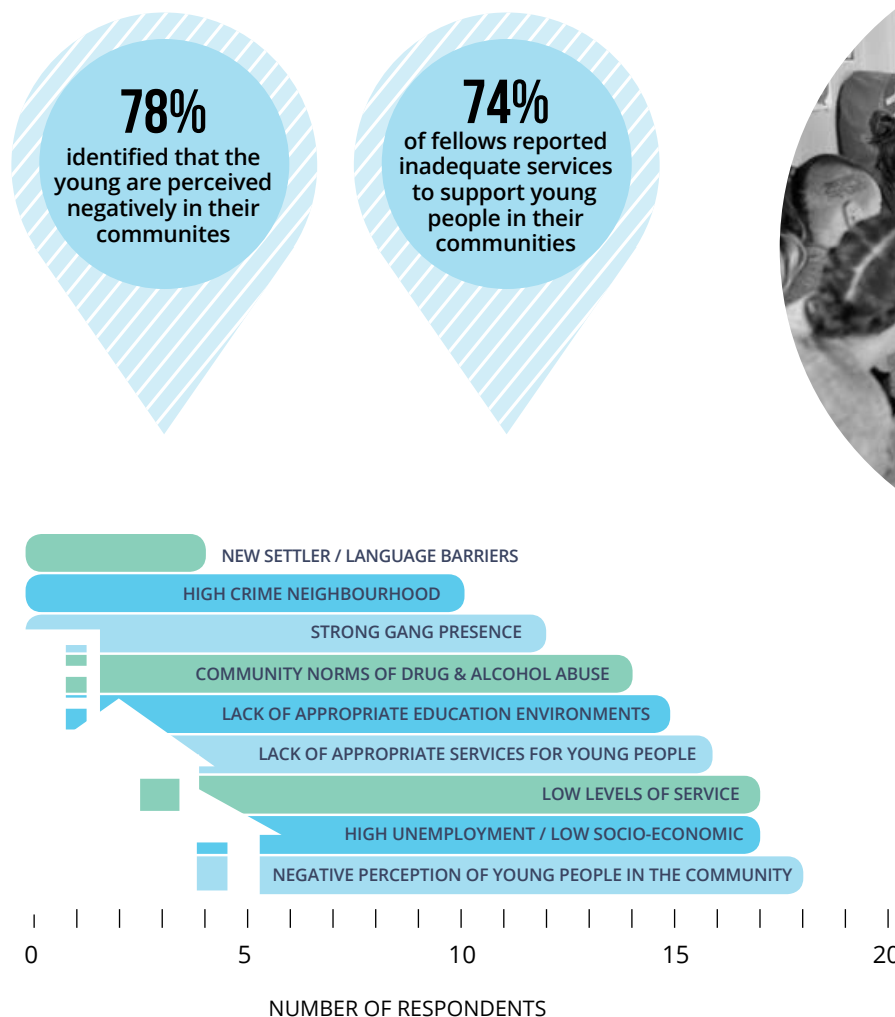
Community attitudes. Nearly three quarters of Fellows said negative perceptions of young people existed in their communities. Over half reported community norms that promoted drug and alcohol abuse. A strong gang presence was also reported by nearly half of Fellows.

Opportunities. High levels of unemployment and poverty were reported by two in three Fellows. While one in three reported high crime neighbourhoods.

Services. Fellows reported inadequate services to support young people in their communities. Over half of Fellows reported low levels of service, lack of appropriate services or educational environments that failed to support learning and attendance.

New settlers. A handful of Fellows noted language and culture barriers for new settlers.

COMMUNITY RISK



THE 2017 COHORT - EVALUATION FINDINGS

'...you have created more established and well-rounded human beings who like who they are and can be accepting of their skills and faults. This is people fixing people who plan to fix the community and youth of New Zealand.'

KELLY, COMMUNITY ORGANISER

In this section, we trace the journey of the 2017 Flourishing Fellows through the programme and beyond. This report was written only two months since the Fellowship's completion, so the findings are only indicative. You can find out more about the evaluation methodology in Appendix 1.

Summary of Findings

Overall we found stronger evidence for personal transformation of Fellows (programme impacts) than longer term outcomes. This was expected given the short time elapsed since the end of the programme ended. We found positive programme impacts in Fellow's knowledge, skills and confidence in wellbeing, co-design, behaviour-change and multidisciplinary approaches.

We found some evidence of changes to mid and long term outcomes for Fellows' organisations, sectors, communities and for young people in their communities. Co-design influence was the strongest thread through the different outcome levels. Fellows expected stronger outcomes in these areas in the future as they put their new capabilities into action.

Finally we observed that outcomes were mediated by each Fellow's opportunity to influence within their environments. This confirms our learning from previous Fellowships.

2017 Cohort Impact Story

We start the Fellows' journey by assessing the Fellows' experience of the Fellowship against the principles framing the programme. We turn to outcomes: the ways the Fellowship has influenced the personal growth of Fellows and the early ripple effects to their organisations, sectors, communities and to young people.

Intervention

The Fellowship aimed to build the capability of those working alongside young people to develop and co-design more effective, locally appropriate, wellbeing options. This aim was realised both by sharing information and knowledge (strategies and tools) and modelled in processes that bring people from different parts of the system together through the Fellowship. Below we briefly assess how well the Fellowship lived up to its principles.



How well the Fellowship experience aligned with learning principles

Learning principle	We found	Supporting quote
Whakawhanaungatanga: making connections	High levels of agreement that Fellows felt included, valued and encouraged	<p>Included absolutely - everything I said I knew was being heard by all at all times. Encouraged- absolutely, no doubt in my mind that I could say or do or suggest anything and people will encourage the continue of thoughts etc to grow the 'thing'. Valued - highly valued throughout all of the processes in all workshops and whanau time. KELLY, COMMUNITY ORGANISER</p> <p>In this hui I had more in depth conversations with those that were on a similar path as me.. but also with others that I didn't get around to catching up with on the first hui. It's been awesome that the conversations continue and the support and motivation is real time.. with posts and updates in our facebook group. Yeah feeling like I'm part of an amazing fellowship with amazing humans! JADE, YOUTH WORKER</p>
Ako: mutual learning	While Fellows were not always sure of their own value, they strongly rated the value of their peers.	<p>People there have lots of knowledge, networks and ideas that can be drawn upon. The diversity they bring is key. Learnt lots and enjoyed seeing/listening to the amazing work they do. SARAH, SERVICE PLANNER</p> <p>It was really great to use my knowledge, both personally and professionally, to help X and Y with their disability orientated 'big idea'. HARRIET, YOUTH WORKER</p>
Mātauranga: valuing diverse knowledges	Strong support of learning in multi-disciplinary mindsets.	<p>Another great insight/mindset change that I really appreciate was having an individual in my whanau group talk about her experience in the disability sector being partially blind herself... This has also helped to lead to a viability assessment of the current council building and how it caters for disability access etc. THOMAS, COMMUNITY ORGANISER</p> <p>It has given me confidence about the mahi I do, how I do it and the skills I have. Encouraged me with what I think is important around bi-culturalism and ways for me to keep growing. AMBER, YOUTH WORKER</p>
Ongoing learning	Confidence to apply skills learned grew across the time of the Fellowship and change-making confidence found strong support as an outcome of the programme.	<p>I am using lots of skills that I have learnt. I can't even name them all because the way I do things is much different now. HINEMOA, YOUTH WORKER</p>
Co-design	Good evidence that feedback from Fellows was taken on board (where they felt things needed to be changed).	<p>I think with everyone's feedback it just felt really natural, warm and non- threatening. So I'm really pleased with that and can't wait to see everyone again. JADE, YOUTH WORKER</p>

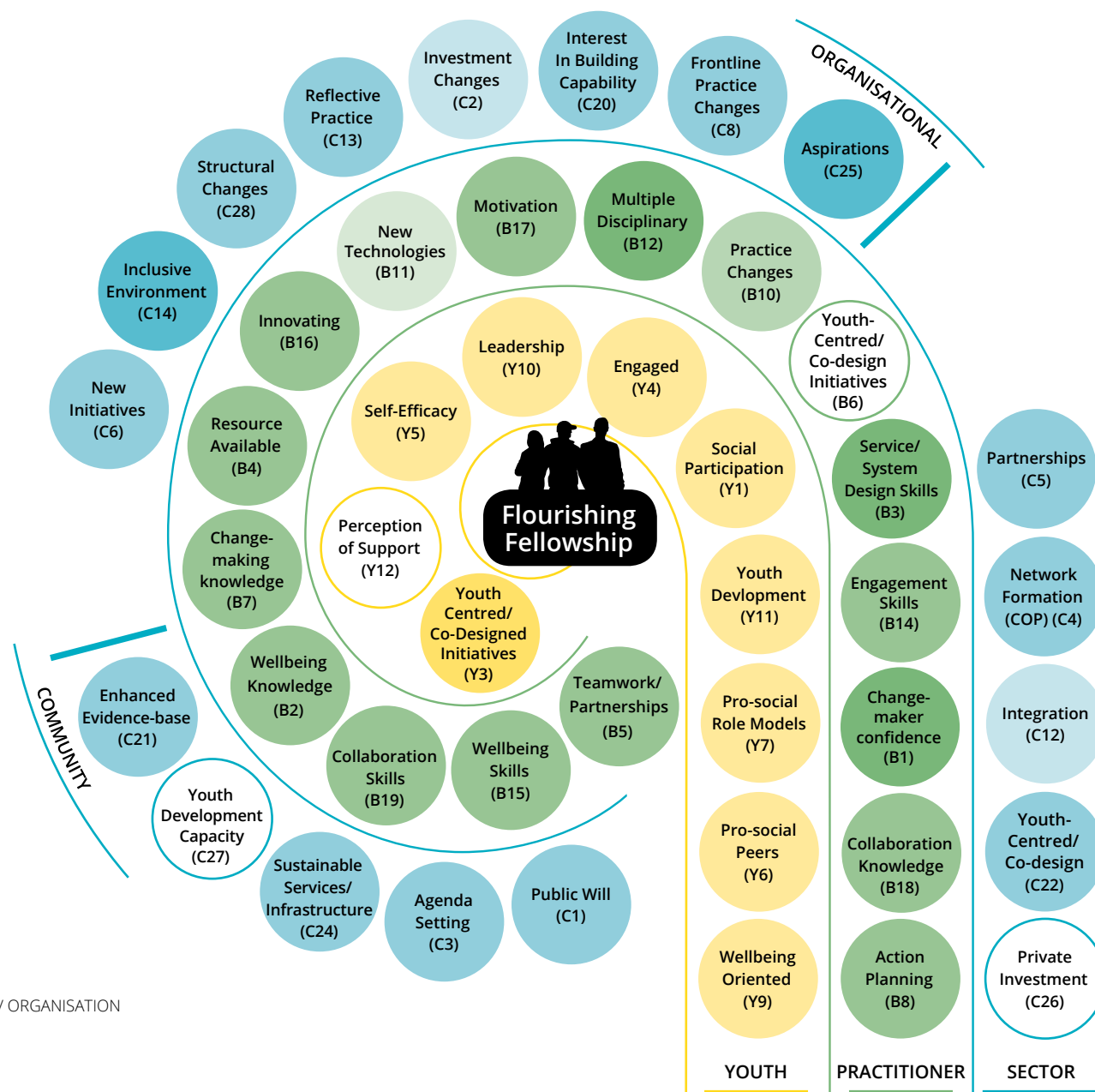
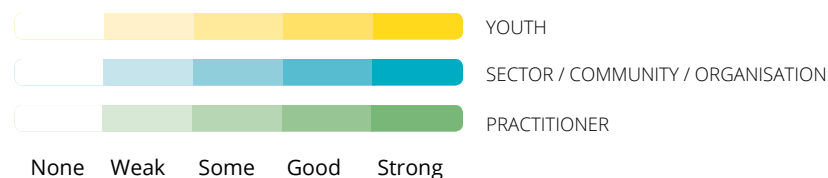
Outcomes

We have set the available evidence against the Lifehack impact model to show which outcomes were 'switched on' for Fellows and their communities in the programme. The strength of support for an outcome is indicated by the intensity of the colour of the outcome box. Stronger colour means stronger support for that outcome.

Flourishing Fellowship Outcomes Map

KEY: OUTCOME ACTIVATION

Map shows which outcomes were activated and the degree by which they were present overall for the Flourishing Fellowship programme.



Practitioner Level Outcomes

Practitioner level outcomes are those changes experienced by Fellows during and after the Fellowship. The Fellowship aimed to support participants' knowledge, skills, motivation and attitudes across many areas - with the aim of leading to changes in how they behaved in their work alongside young people.

We found strong to good support for enhancements to Fellows' capability in the areas of wellbeing, collaboration and engagement, methods for behaviour change and co-design and incorporating a multidisciplinary mindset in their work.

I now am more inclined to think about things more deeply and to develop a plan from there. In thinking about things more I am less likely to assume things and judge. I value this cause I was always envious of people who had these traits. (being positive, listening, not judging, providing feedback positively) Now I feel like i can do this stuff, and I have had lots of comments from people about my "shift in ahua" LOVE IT!!

HINEMOA, YOUTH WORKER

Participants also felt increased confidence in their abilities and motivation for their work including trialling co-design processes.

I feel that I can now take the first steps to set something up and make a change...it feels much more possible.

SARAH, SERVICE PLANNER

However, we found less support for changes to participants' behaviour or uptake of new technologies. For some, this was about lack of opportunity to put their new capabilities into practice and for others, the Fellowship supported the way they were already working – so no changes were necessary.

I'm sure I will at some stage have a chance to start a project or jump on board one where some co-labs are needed. It's just not right now.

AMBER, YOUTH WORKER

Most Fellows had not adopted new technologies to increase access to their communities. For some this wasn't their interest or focus of their work. Where technology had been adopted, Fellows were pleased with the results.

I have started to use technology and am now running an online platform (facebook) for crime prevention to increase communication between Police and the community...my focus has been on identifying our youth offenders, so I can...get interventions into their homes.

ROWENA, FRONTLINE PROFESSIONAL

Organisational, Sector & Community Level Outcomes

Organisational, Sector and Community level outcomes are changes that influence broader structures, policies and practices at an organisational, sector and community and so take the impact of the Fellowship beyond an individual practitioner. These changes can largely be expected to occur after the programme and take some time and may need more than just the experience of a single fellow to enable more to fuller adoption. We choose to evaluate for these during and at the end of the programme to understand and identify any early signs of adoption and to gauge how soon we might expect to see effects at this level given the opportunities for influence held by fellows.

Organisational outcomes

While Fellows could see how their participation impacted their organisations, many of these changes had not been fully realised at the time of the evaluation. The outcomes with the strongest support at this early stage are those where Fellows had the most control. We found good support for the Fellowship boosting organisational motivation and commitment to working with young people (C25 – 13)⁸ and including young people within organisational processes (C14 – 12).

I'm taking time, just starting to suggest changes, changed organisation's constitution...I saw that I was getting disillusioned, and now I'm so hopeful and optimistic. I'm having more success with the young people we're working with... the rest of the organisation has seen that and people have commented on it. We have changed the constitution, put youth work reports as high as all the other reports to the board. Our policies now put young people more in focus in the organisation.

HARRIET, YOUTH WORKER

Aligned with greater inclusivity, we also found some support for changes in reflective practice (a willingness to test, iterate and gather feedback on practices, services and initiatives).

Current co-design project we are working on is focusing on 'community places and spaces' and how these spaces reflect the aspirations of the young people in the area. Does the current infrastructure reflect an adequate standard of safety that encourages safe behaviour by young people and wider community?

THOMAS, COMMUNITY ORGANISER

Other outcomes with some support included structural changes in the environment to enable youth wellbeing (C26 – 9), more effective youth-focused prevention practices (C8 – 8) and new initiatives for young people (C6 – 8). Finally, participation in the Fellowship increased demand for youth worker training and development (C20 – 8).

There's been an increased demand for youth worker training and development .. everyone notices the changes in us, but no one has done it yet

HINEMOA, YOUTH WORKER

Outcomes with weak support were increased investment in youth initiatives (C2 – 5).

Sector outcomes

We asked Fellows about any changes in their sector that their time with the Fellowship had contributed to. Similar to organisational changes, Fellows gave some evidence of changes that were in progress and would be fully realised in the future.

We found some support for new partnerships and collaborations being formed with the help of the Fellowship (C5 -11), as well as stronger networks of support for youth work (C4 – 8). Fellows gave some support to young people being involved in defining and designing services for them (C22-8). We also found weak support for increasing service integration helped by Fellows attending the Fellowship (C12 – 5).

There is a lot happening at sector level as well as grassroots level. As a result of the Fellowship I have strived forward to formalise partnerships through MOU as well as integrating services, this is currently under development to understand where parameters lie, where funding contracts can overlap and what each organisation can bring to the table. I look forward to seeing what the next three months will bring, and then a year from now.

ROWENA, FRONTLINE PROFESSIONAL

Community Level outcomes

While there was some evidence that changes in the community were afoot – these were at the early stages or were anticipated.

We found some support for changes across four community outcomes: public willingness to actively support young people (C1 – 8), young people being involved in setting the agenda for themselves (C3 – 7), sharing and development of new knowledge about youth wellbeing (C21 – 6) and evidence that activities and services supporting young people were being sustained (C24 – 7).

Being part of youth work in the Wellington region there are some great projects that are utilising co design tools and the "lingo" of co design is now a lot more forthcoming in conversations. So there's a real shift in what I've seen in regards to conversations and projects.. with real authentic involvement from young people. Have recently been part of running a hackathon in [my region] and completely blown away by what awesome partnerships were being formed in front of my eyes. From a very systems based partnership with a local yoga company, to myself as a local musician/mentor.. But that in itself that a hackathon was run with support of Lifehack but by local community members was an awesome experience to be a part of - building local capacity within the community to build networks and partnerships to move forward together in supporting our local young people.

JADE, YOUTH WORKER

Have been doing some volunteer work with an organisation helping to form a Youth Council where the young people have defined issues that are important to them and are now defining the terms of reference for how they are going to operate. This is an independent organisation which will inform practices of Oranga Tamariki to help them improve their service provision to young people.

JOVANKA, FRONTLINE PROFESSIONAL

Outcomes for Young People

It is expected that the outcomes for young people would also be best monitored over time as Fellows have the capacity to put into practice new learning and potential organisational changes take effect. As these are flow-on effects from the Fellowship programme, it would not be realistic to expect many of these outcomes at this early stage. Evaluating for these outcomes during and at the end of the Fellowship helps us to capture any early changes that have already taken place and also indicates likelihood of future changes.

We found some support that the Fellowship had contributed to youth outcomes in Fellows' communities already. These were related to the young people directly connected to the services that Fellows were running. As with other long term outcomes, Fellows' suggested their work hasn't yet had time to ripple outwards into their communities – but they looked forward to that happening.

We found good support that young people were being involved in the definition and design of services for them (co-design Y3- 13).

More young people are involved in the definition and design of services - in my service yes but not on a wider community level. Through having access to co-design methods and asking questions people to get what they want out of things not pushing my ideas

HINEMOA, YOUTH WORKER

We also found some support that young people in participants' communities had better connections to pro-social peers (Y6- 7) and adults (Y7- 7). Fellows had created more opportunities for young people to actively participate in their communities (Y1 – 8) and for young people to engage with youth development initiatives (Y4 – 7). Related to these outcomes, we found some support that young people had more opportunities for leadership development (Y3- 8) and that young people had a greater capacity to look after themselves and self-manage (Y9 – 8) and were confident to express their ideas and engage in new positive experiences (Y5 - 7).

Because we are still in the very early stages of developing our youth initiatives and programs, as well as the co-design process only just beginning, it is hard to measure whether these are current outcomes. However, there is an evidential change in engaged participation in the workshops, improving week by week. The young people are growing confidence to express their thoughts and ideas in an open safe space which is helping draw disengaged youth into the conversations. There are small changes in behaviour in the youth from the positive role modelling by youth leaders in the space and reinforcing good behaviours, drawing also the aspects of Tuakana/Teina which is helping to grow leadership qualities across the board.

THOMAS, COMMUNITY ORGANISER

Further examples of these changes are coming up in our impact stories.



SUSTAINABILITY AND VALUE

The Flourishing Fellowship is a systems level intervention aimed at building the capacity of people who serve young people. It is one step back from working with young people themselves. How do you value the benefits accrued to the Fellows, their organisations, communities, sectors, and the young people their actions and decisions ultimately influence?

A cost-benefit analysis of the Prime Minister's Youth Mental Health Project⁹ in 2016 produced an economic estimate of money saved or generated over a 10 year period if a young person 'switched' from having a mild to moderate mental health problem to being well.

From an economic perspective, the YMHP generates gross economic benefit in the form of future savings of approximately \$21,000 per positively impacted youth (over a 10-year timeframe, using a 7% 'real' discount rate and under a 'low' scenario). This dollar amount is a measure of the benefit of switching one youth from

having mild to moderate mental illness to not having mild to moderate mental illness.

The report recommended:

In the design and development of an initiative targeted at improving youth mental health (within the mild to moderate spectrum), a benchmark of \$21,000 to \$30,000 cost per positively impacted youth could be used to assess whether the initiative is able to generate future positive economic value.

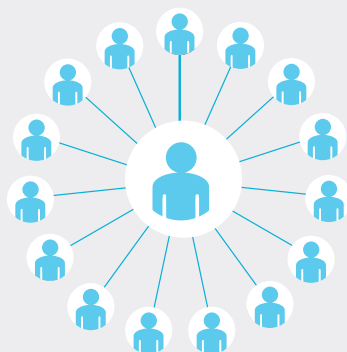
The cost of running the Flourishing Fellowship was approximately \$83,500¹⁰. Lifehack received \$20,000 income toward these costs, mainly from the Fellows and also from a small grant from the Enspirial Foundation.

For the Fellowship to be economically worthwhile by the YMHP benchmark in 2017, three young people would need to be switched from having a mild or moderate mental health problem to being well.

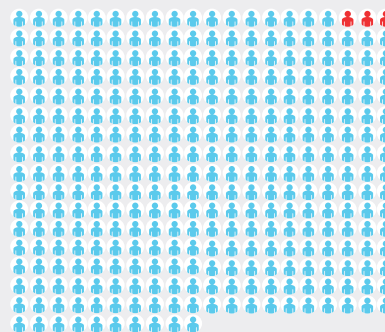
If we assume a conservative 15 young people per year are impacted by Fellows in their work, that gives us 330 young people per year that could switch to a better state of wellbeing. If even three of the young people reached by Flourishing Fellows make a positive switch, the Fellowship has paid for itself. That's about 1% of the young people potentially reached by Fellows.

This scenario excludes other potential cost savings derived from the Fellowship. For example, we found good support for Fellows learning about wellbeing. Some Fellows remarked on their new found ability to look after themselves in a sector (mental health) that suffers from high staff turnover and burnout. Cost savings accrue to organisations and the sector when people have the tools to look after themselves and stay in their jobs: less sick days, less lost productivity and avoided recruitment costs to name three.

Fellowship benefits in economic terms



1 Fellows = 15 young people impacted



22 Fellows = 330 young people impacted



If even **three** of the young people reached by Flourishing Fellows make a positive switch, the Fellowship has paid for itself.

IMPACT STORIES

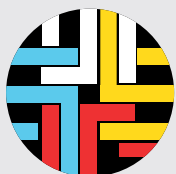
We selected impact stories to show what people from different backgrounds gained from the Fellowship and how their experiences rippled out to their organisations, communities and the young people they work with. Our criteria for selecting impact stories were drawn from our learning to date about the programme.

Please note that pseudonyms have been used for impact story section.



Criteria One: Potential to influence.

The Fellowship was committed to working with people throughout the youth wellbeing system. Our first two stories show how a frontline worker experienced the Fellowship compared with a service planner.



Criteria Two: Diversity and Te Ao Māori.

The Fellowship was committed to sharing knowledge and practices from Te Ao Māori. Our second two stories are exemplars of how a person grounded in Te Ao Māori experienced the programme and then a person who wanted to grow their bicultural practice.



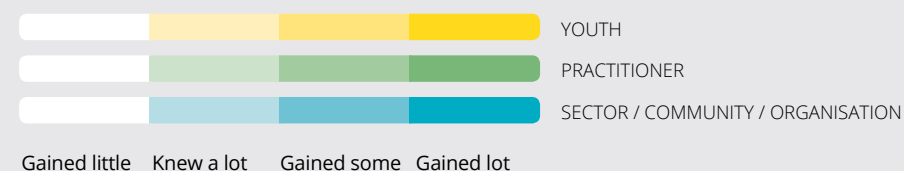
Criteria Three: Building capability in communities.

The Fellowship sought to build capability in individuals within their communities. Our final two stories show the experience of someone who happened upon Lifehack, and a person living in a community where several people have experienced Lifehack programmes.

Outcome map key

KEY: OUTCOME ACTIVATION

The map shows which outcomes were increased and by what degree for the individual Fellows



IMPACT STORY TAHI



Potential to influence

Samuel

Youth worker, NGO, Auckland Region.

Samuel is a youth worker in a small not-for-profit working in a youth led wellbeing initiative. The initiative supports young people to generate their own solutions to the issues they face in a suburb in South Auckland.



IMPACT STORY TAHI

Samuel came to the Flourishing Fellowship with capability in youth development, youth-led initiatives leadership development, health promotions, and experience in voluntary based movements. He brought a willingness to learn so he could bring change and impact his world.

Samuel particularly enjoyed the relationships and conversations in structured times and private moments with other hui Fellows that enhanced his learning.

Based on the first hui all about building relationships, this hui I felt that space was safe and conversations were encouraging. Everything everyone said was valuable and I took away with me. What has been good about this Fellowship is being a sponge with everyone's skills and expertise. Other insights and learning in their specific area of expertise heightens my knowledge and perspectives.

Personal growth outcomes for Samuel occurred across several areas from self-care to service design.

I have worked hard in ensuring that a wellbeing plan for me is in place and is strong before I start teaching with my leaders and young people.

While Samuel felt he had capacity in engagement and collaboration and user-centred services, knowledge and skills in these areas were heightened with participation in the Fellowship.

I had a bit of knowledge in collaboration. As I have specifically worked with mainly Pacific & Maori, these tools enabled me to learn a bit more when the opportunity to work with other ethnicities is to happen. I am slowly making changes with my practice. The new ways of working has unpinned and stretched out my thinking and understanding in how to work with a greater impact and smarter. Yet, I have made several changes, but this will be an evolving part of my work to slowly make those changes.

Samuel found the Fellowship resonated with his own understanding of youth development and opened up new opportunities and resources. He reported changes in longer term outcomes across his organisation, the sector, for his community and for the young people in his community. Below, Samuel describes how he put his enhanced skills and motivation to use to tell the story of the young people he worked with on behalf of his organisation and seek funding.

Since the Fellowship, I've had more confidence to speak to the [our] movement and tell the story of what the young people have been doing since 2016. Friday 11 August, it was my organisation's first birthday and we invited influential people. I was able to apply a lot of the tools (even though I can't describe explicitly what they were) that I have learnt and has become my natural and normal. I was able to consolidate and apply all that I have learnt to deliver and impress those that came through the [initiatives] station.

In summing up the unique role that the Fellowship has played in his work, Samuel says:

As I tend to think a lot across different layers of my work - this Fellowship has given me templates, understanding and framework to enable me to be INTENTIONAL in my approach as this movement grows. The help of the Fellowship has allowed me to map potential partners which I have now approached and are keen to discuss more about [my organisation], confidence to speak on my initiative and be comfortable to be the voice of the young people I work with. Building relationships is the underpinning value in my approach.

IMPACT STORY RUA



Potential to influence

Conal

Canterbury Region, Service Planner

Conal is a service development manager for mental health and addictions within a DHB. He is also involved in many voluntary activities and boards. One of his roles is helping with a Needle Exchange Programme that is focused on harm reduction for people who choose to take drugs. He is concerned about the number of young people using the service and the ways in which young people are earning money to support their habit (sex work and theft).



IMPACT STORY RUA

While Conal had many ideas for initiatives and can see how more connections within the sector could help, he was time strapped, resource poor and was not trained as a youth worker. Conal was hoping the connections and advice he would gain from the Fellowship would help in his work. Conal brought an analytical, calm approach to the Fellowship as well being open to change and non-judgemental.

Conal rated his experience at the Fellowship highly.

I keep saying it is MEAN AS. You have to consider something like this if you ever get the opportunity... Everyone I have spoken to about the Lifehack kaupapa are so interested to know more and are wanting to do it themselves.

As an office worker, he didn't always feel like he could contribute as well as his peers. The quote below shows how Conal has taken on one the learnings from the wellbeing work to manage his negative self-talk.

I felt embarrassed by the awesome things they do while I sit in a corporate environment each and every day - but that is just my inner critic.

Strongest personal growth for Conal occurred in his knowledge and skills about wellbeing. With a day job as a service manager, Conal also reported learning some new things about behaviour change, participatory methods in service design that engage young people, and inclusive collaboration practices. He also reported

radically changing the way he worked and adopting new technologies to increase accessibility. Already highly motivated, Conal reported that having new tools had given him even stronger motivation.

This programme of work should be taught to high school kids. The energy and drive I now feel towards my work after doing this hui is incredible.

While Conal had plans to use some of the tools from the Fellowship with young people, the most immediate target for his new learning and skills were his colleagues. The boost in Conal's knowledge and confidence, particularly with co-design and social entrepreneurial tools, fed into activities that are changing outcomes beyond Conal's personal capacity.

I have exposed some of our staff to these concepts and have started to see some of it pop up in their work and presentations.

Further evidence of change in Conal's organisation is demonstrated by a new initiative Conal is working on. This initiative demonstrates reflective practice and an effort to make environments and practices more inclusive of young people by having them involved in service design.

I am currently reviewing a pathway for gender diverse young people which has been helped immeasurably by these hui. The connections made and the evidence behind all the co design aspects have made people listen to me more readily.

In his sector, Conal has seen evidence of moves toward service integration through partnering and young people being involved in service design.

Youth from pacific groups were invited to a recent forum on health system design and their unique perspective and digital presence was acknowledged.

What is the unique role the Fellowship has played in Conal's development?

Having the confidence to back myself and run a co-design workshop independently with any group really. I have also developed my ability to question and interview someone in an organic way that gets true results.

The following two stories show how the Fellowship worked for one man grounded in Te Ao Māori and for a woman wanting to learn more about bicultural practice.

IMPACT STORY TORU

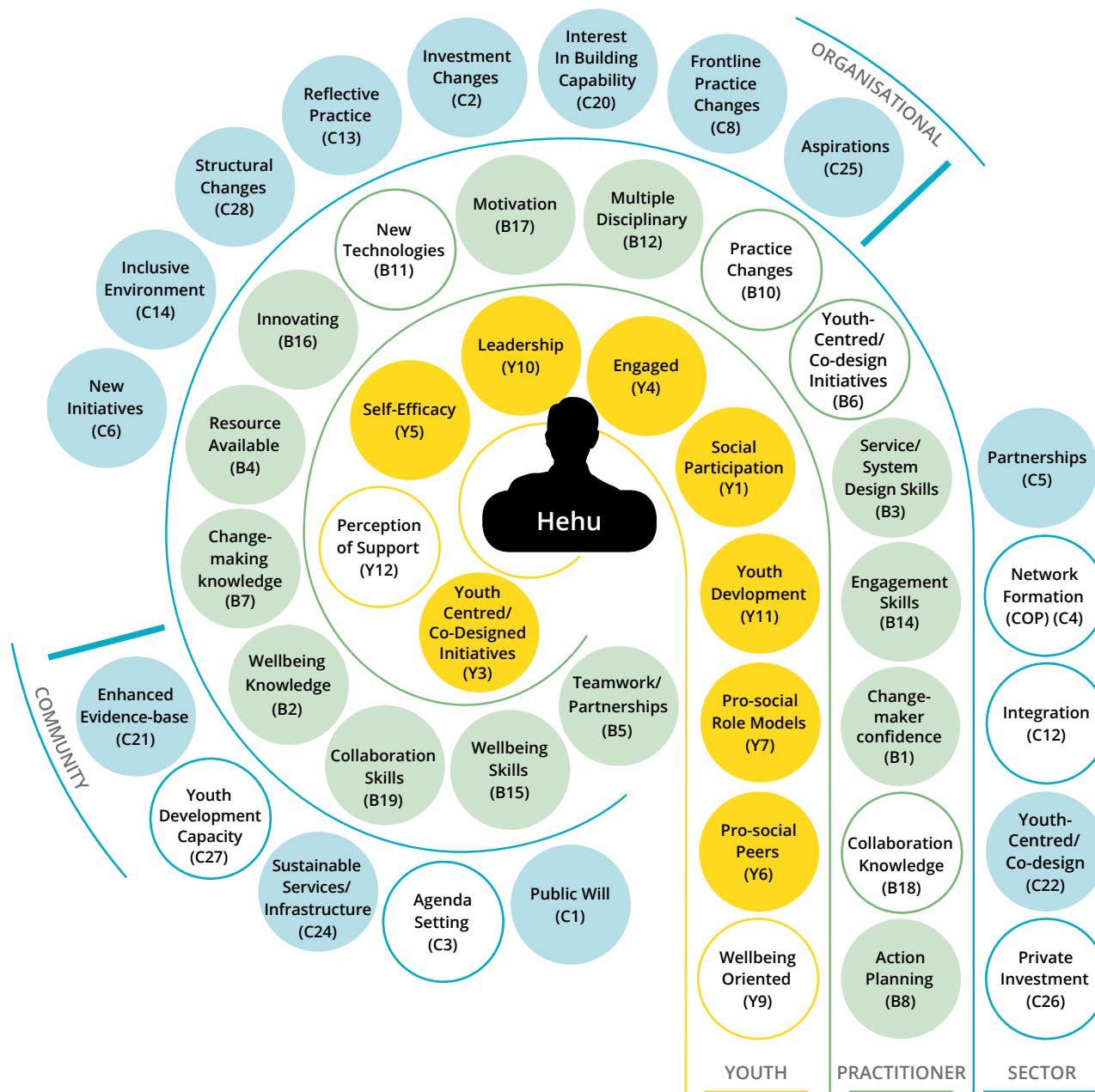


Diversity

Hehu

Community Co-ordinator, Local Council, Auckland Region.

Hehu works for a local council as a programmes coordinator for a decile 1 community in Auckland. His job is to build community participation, engagement and programming to serve the needs of this particular community. Hehu is looking at opportunities to grow future leaders and role models along with other youth engagement initiatives. At the time of applying for the Fellowship, he was working with members in the community to establish a Community Youth Council they hoped would address issues such as youth gangs, alcohol, drugs and violence. Hehu was also tasked with providing feedback to the local council on youth initiatives, community development and growing social enterprises.



IMPACT STORY TORU

Hehu brought a strong sense of self and cultural location to the Fellowship.

Above all, it is my whakapapa that motivates me to be the best version of myself. I take pride in my cultural heritage/lineage and I understand the many challenges my forbears faced just to ensure my identity as tangata whenua remained strong and intact. Tikanga Maori is a core value system I base a lot of my practice on in terms of my approach to initiatives and ensuring proper cultural protocol is valued and respected where necessary.

Hehu came to the Fellowship already using an array of different frameworks and models in his day to day work. He was keen to learn further community outreach and engagement frameworks, co-design strategies, design thinking, innovation and governance frameworks.

Hehu had a positive experience within the programme, noting its alignment with his cultural base.

Everyone is given equal opportunity to express themselves freely in the Lifehack forum without judgement. The environment encompasses manaakitanga and whanaungatanaga which are very key values to build trust amongst peers, facilitators and whanau.

As well as a strong set of skills and motivation, Hehu had a mandate to work with his community to co-design a service for them. The knowledge, skills and experiences Hehu gained from the Fellowship

complimented the way he was already working. Hehu had plans to use almost all the tools available through the fellowship. Some he was able to put into practice straight away, impacting his organisation and his links in the community.

While planning the X co-design project ... with X Council colleagues from the Community Empowerment Unit, I was able to use tools from the Opportunities Definition & Theory of Change worksheet to help clarify the scope of our project, identify the right stakeholders and develop methods to gather data and evaluate our process by perceived vs actual outcomes. The 'Mapping Our Communities' tool was also a very useful for the [name] project design team to identify the key stakeholders and where each will be grouped according to their influence into the project. Although this project focusses mainly on the wider community, there is a strong focus on youth outcomes.

The theme of youth-centred co-design and partnerships also contributed to sector level changes noted by Hehu. For example:

New collaborations are being made with youth services in the area, working more closely with the local schools and finding appropriate youth services to deliver programs at the community centre that align local needs. This is the first time that Young people from the community have been involved in the project co-design team for the Council where previously co-design happened for young people without young people actually being directly involved in the process. This has helped raise youth voice in our particular community.

In the early stages of his project, Hehu anticipated that his work, using some of the tools from the Fellowship, would promote positive outcomes for young people. Outcomes he identified were a positive community outlook on young people, helping to establish sustainable initiatives for young people and drawing on an enhanced evidence base to support youth wellbeing.

There is an evidential change in engaged participation in the workshops, improving week by week. The young people are growing confidence to express their thoughts and ideas in an open safe space which is helping draw disengaged youth into the conversations. There are small changes in behaviour in the youth from the positive role modelling by youth leaders in the space and reinforcing good behaviours, drawing also the aspects of Tuakana/Teina which is helping to grow leadership qualities across the board.

We asked what the unique contribution of the Fellowship had been for Hehu.

The Fellowship, in a nutshell, has helped me be more confident in my own practice by trusting myself a lot more to get the job done. My focus is a lot clearer and I am now equipped with tools in my tool kit that I can use on a daily basis with the many situations that I come across.

IMPACT STORY WHA



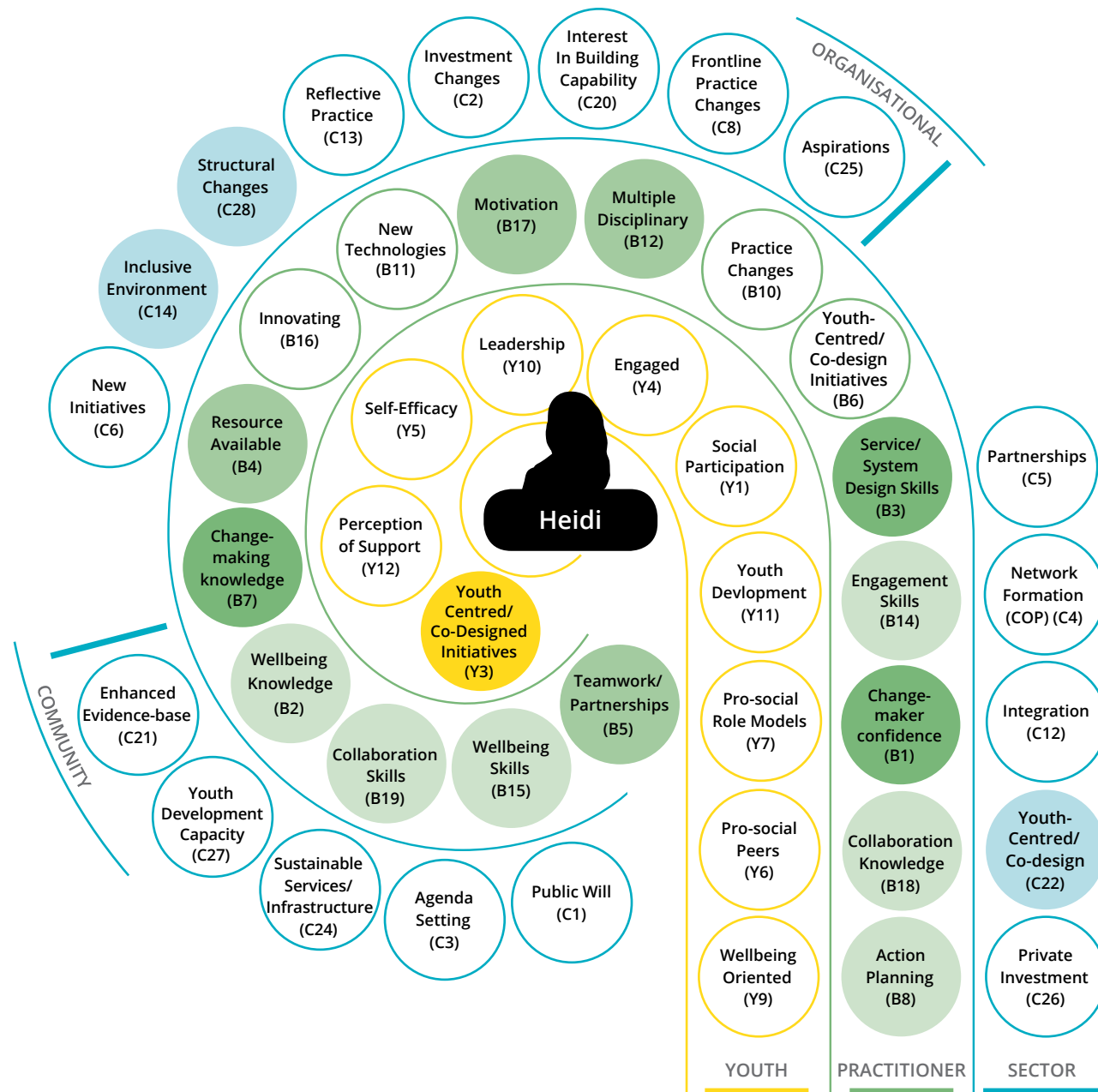
Diversity

Heidi

Canterbury, Youth Worker and Entrepreneur

Heidi is a youth worker in an NGO in Canterbury developing a project on youth wellbeing. Her history of trying to help young people started even before she left school. Heidi said:

I want to be for young people what I needed and never really had. I see myself as a stepping stone for young people. Not to be walked over, but to help young people to get to where they would like to go or what direction they want to head towards.



IMPACT STORY WHA

Heidi wanted to develop her youth work practice to become more bicultural.

Throughout the last 6 years I have tried to have a bicultural practice. I have done what I think that to look like. I do recognise this as a weak area for myself due to me not having anyone role model what good bicultural practise is....This is an area that I want to sharpen up and learn more about.

Already having experience and expertise in wellbeing, collaboration and engagement, Heidi got the most out of change-making tools and the connections she made on the Fellowship.

The people are what I've gained the most from I think. The connections have been priceless. Also the resources and encouragement they've given me with the mahi I do and want to do.

While Heidi, noted few longer term changes influenced by the Fellowship, she could see the potential.

I think largely what I've learnt hasn't had a huge impact yet on my current mahi or project. But has on potential new jobs and areas I head into. There is two areas that it has directly impacted and that is the belief in myself to be a supervisor for youth workers and also helping the DHB develop their [name of workshop] through co-design to gain youth voice throughout it.

What was the unique contribution of the Fellowship?

It has given me confidence about the mahi I do, how I do it, and the skills I have. It's encouraged me with what I think is important around bi-culturalism and ways for me to keep growing.

The following two stories show how the Fellowship supported someone new to Lifehack and someone connected through her community.

IMPACT STORY RIMA



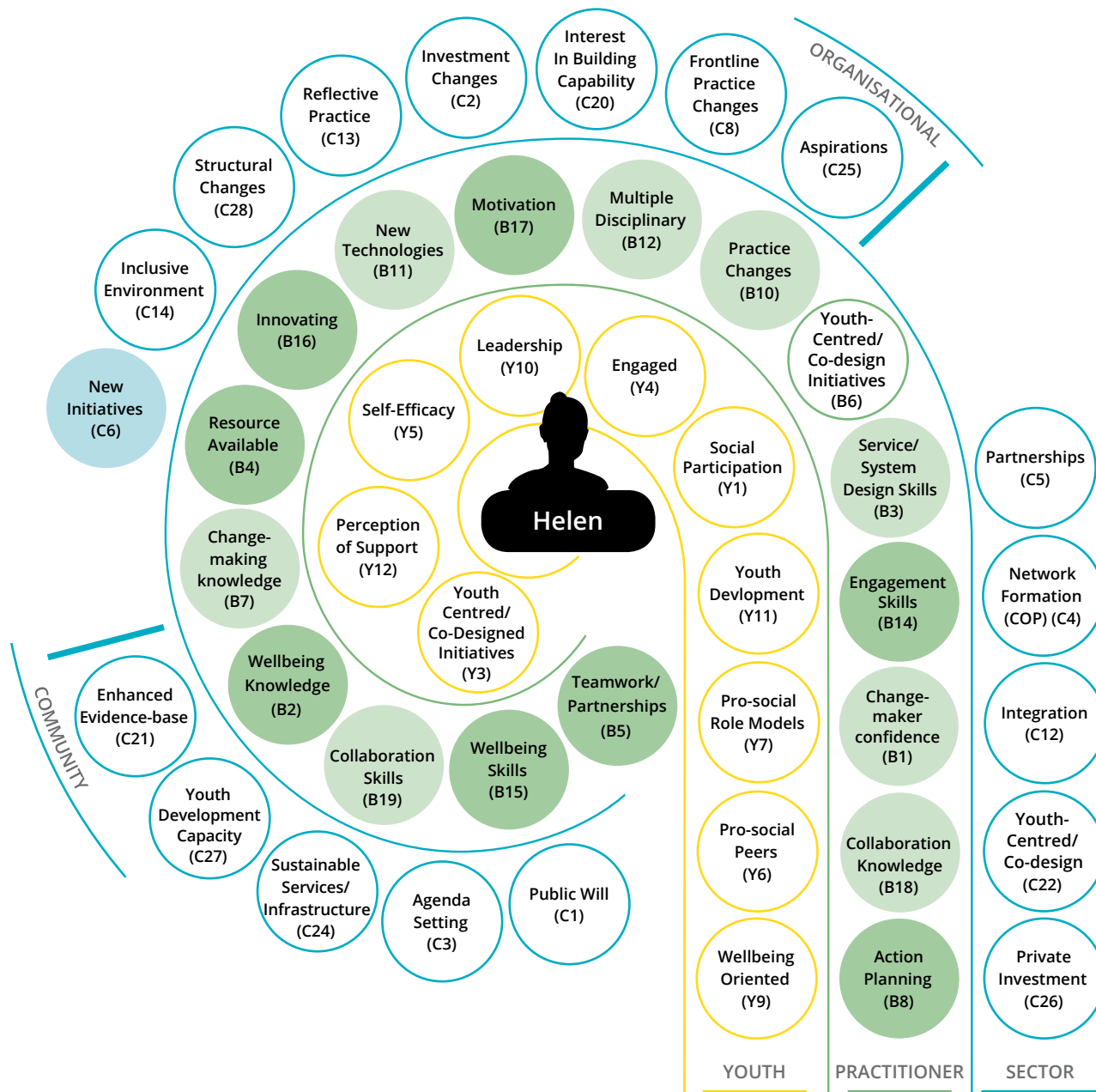
Building capability in communities

Helen

*First contact with Lifehack,
Educational Consultant*

Helen is an educational consultant with a charitable trust that offers professional development and learning support to education providers.

Design thinking is a strong methodology and mindset that influences Helen. She wanted to: 'develop a greater understanding of complexity theory with its safe-to-fail experiments and systems thinking, and cultural responsiveness - particularly Treaty-based work and relationships.'



IMPACT STORY RIMA

She has a passionate commitment to equity, justice and fairness. When she applied for the Fellowship, Helen was working on an idea about co-designing school libraries in order to make them centres for wellbeing and citizenship. The barriers to Helen testing her idea were opportunity and a need to upskill in some areas. At the time, Helen wasn't working in a school where she could test out her ideas and she felt she needed to grow her knowledge and understanding around wellbeing and future-focused library spaces.

As a professional educator and facilitator herself, Helen was less taken by her initial experience on the programme than some of the other Fellows. However, as the programme progressed she felt included, gained some knowledge from her peers and was able to share her knowledge with other Fellows. Helen was attracted to the more academic content of the programme some of which served as a reminder of important practices.

I knew the value of working cross-sector / in a multi-disciplinary way, but it's always good to be reminded, and to be offered new things to think about.

Helen gained most from the wellbeing knowledge and skills offered by the Fellowship and the new connections fostered by her participation. She gained some new things to enable behaviour change, engage with young people and collaborate, but changed little about the way she worked.

I actually think for me the main knowledge I gained was from the cross-pollination. Why doesn't the educator sector consider models, research and ideas from the youth development sector?

Already motivated by her commitment to equity, she felt buoyed by her experience and made progress toward a new initiative. In a blog, introducing her initiative, Helen acknowledges the Fellowship as being one of the nurseries for her ideas.

The seeds for this idea have come from many nurseries. One in particular I would like to acknowledge is my place on the Flourishing Fellowship, offered by Lifehack HQ.

Unlike some other Fellows, Helen wanted more time to think and incorporate the tools and learning from the Fellowship into her practice. Apart from her new initiative, Helen didn't note longer term outcomes for her organisation, sector, community or young people.

I think more might change as I synthesise and process the experience.

IMPACT STORY ONE



Building capability in communities

Pania

Connecting with the Fellowship through Community. The Far North.

Pania is a frontline professional, service planner and leader working with youth in Far North. Pania heard about the Fellowship because she was trying to help another person in her community find the funding to attend. When she learned about the programme, she wanted to come herself. Bringing diverse skills in governance, leadership and planning, across several roles Pania wanted:

to enhance my skills set through networking/education and opportunities such as Flourish where I can meet other like-minded individuals who share our vision of a vibrant, caring and safe Aotearoa for our young people, involving them in the decision making - starting with our little corner of the world.



IMPACT STORY 001

Pania is motivated by people: leading people and trying to make changes for the best.

I strive to be the best I can be so I can lead others and create opportunity for change. I am not a follower, I am a leader and an agent of change. I promote professional and personal development and continuous improvement across all my work.

The Fellowship met Pania's want to improve her networks.

I have made an incredible amount of networks NZ wide. I am big on relationships that both give and receive. I share my knowledge far and wide and have the expectation that others will as well. Each person I have met has given me incredible insight into another sphere of influence, a wealth of information and new ways of thinking in different work streams. This has informed lots of my thinking moving forward. Links into health, MINed, youth work, teaching, disability, diversity and the list goes on. I have found every new contact extremely valuable.

Being one of several Fellows from her region, Pania's ability to create systems change in her community will find ready support. Her's is one part of the bigger story about how concentrated capacity building in one community can pay dividends for the system

supporting young people. It's also how a person with motivation and influence can immediately put new tools into play within her spheres of influence.

With support from the Fellowship, Pania noted changes within the organisation's she was involved with, within her sectors and her community.

Currently there is huge change in our community, investment is changing and the focus is zeroing in on our young people. In my world.....new services developed to address gaps in your services and pathways to employment, drivers licensing, active citizenship and volunteering, investment specifically in newly designed programmes from Skycity, Foundation North, ACC, Lotteries, NZTA, Northtech (last 8 weeks) increased investment.....yes. Commitment to working with young people GOING CRAZY, have been supporting two other organisations to create funding apps and plans around youth innovation/entrepreneurship/event management for more positive opportunities and outcomes for our young people. Currently working on plan around employment/work experience for those that identify as disabled. Working on sexual abuse victim/survivor services for LGQBTI (gaps in s/a services with a focus on youth)

And though it was early days since the Fellowship at the time of the evaluation, Pania anticipated positive impacts for young people.

Again, this includes the current landscape with the organisations I have influence in. Our programme was specifically designed to provide all of the above (see Pania's outcomes map). Our new programme started July 1st, it is difficult to say results thus far, but ALL of the above has been integrated into its creation. Another 12 months of operation would give us evidence to work with.

When we asked Pania what the unique contribution of the Fellowship had been to her mahi, she said:

What an incredible professional and personal journey to be part of the Life Hack Flourishing Fellowship 2017. The perfect creation of a supportive and contributory environment was a catalyst in challenging and informing my way of thinking from day one. The fellowship gave me the validation that what I was doing was right. That the integrity of my thinking was respected and understood and this confirmed my resolve to keep pushing boundaries to achieve better outcomes for youth wellbeing, not just in my community but across Aotearoa. Attending the Fellowship gave me time to reflect on my practise, to take a deep breath, reset the parameters of my thinking to examine how I can effect change through interventions at a systems level. I was very cognizant of the unique perspectives that every participant brought to the group. The diversity of these incredibly talented and like minded individuals was like a breath of fresh air that ensured I left with my soul nourished with blue sky thinking and the knowledge I was part of a bigger change movement.

CONCLUSION

As with any professional development programme, the impact of the Flourishing Fellowship rested on the capabilities, motivations and opportunities Fellows brought to the programme.

The Fellowship was successful in bringing together a diverse range of people working to improve youth wellbeing. The processes for relationship building among Fellows resulted in people feeling comfortable and connected with each other – even if this took longer for some than others. In this way, the Fellowship has contributed to a more networked youth wellbeing sector across Aotearoa.

The growth in knowledge, skills, aspirations and changes in behaviour of Fellows reflected both the existing capabilities of Fellows and their opportunities to try out new tools and frameworks. Fellows with ready access to young people through their work were able to immediately apply their learning. At the time of the evaluation, some Fellows were still reflecting on their experiences with the Fellowship and what this might mean for their practices. In short, they hadn't yet had the opportunity to change things, because it was early days since their participation in the Fellowship.

Strongest personal growth occurred for Fellows where they needed to build capacity. Fellows gained little from some aspects of the programme because they already had capacity in those areas. Paradoxically, some Fellows reported they'd changed little about their own practice, even though they gave several examples of using new

tools and frameworks. In these cases, new knowledge aligned with the way Fellows were already practising (for example, having a co-design ethos) so new tools were easily assimilated.

Overall, all Fellows gained something from the programme: whether it was the ability to look after their own wellbeing better to avoid burnout, recognising the values of the skills they already had, or feeling like they were on the right track with their mahi.

Many Fellows anticipated changes to better support young people in the longer term, but noted these changes would take time. As anticipated, we found less support for changes at the organisation, community, and sector levels or for changes for young people – though evidence of early change in some cases was striking. Again, these rested on Fellows' opportunities to implement their new learnings. Opportunities leverage capability. Our impact stories show how tools from the Fellowship supported changes in processes and an improved ability to analyse the lay of the land to optimise the success of an initiative.

Overall, the strength of support from programme outcomes through to outcomes for young people suggests the Fellowship was successful in growing the capacity of the youth wellbeing system to co-design services for and with young people. Where the voice of young people is actively sought out, other positive outcomes for young people follow.

It is also clear that concentrating capability-building in specific locations (communities) helps to build a critical mass of support for changes to progress. This is evident where more than one person from a community or organisation has attended the Flourishing Fellowship or been involved in other Lifehack initiatives. Sharing expertise, a way of thinking, or a set of tools, enables people to work together and create a buzz around change initiatives.

On balance, we would argue that the Fellowship is a worthy investment in building the capacity of the youth mental health sector. It only takes three young people to be helped by the skills, initiatives and services supported by the Fellowship to make the programme economically viable. And economic value is but one narrow yardstick against which to judge the value of this programme.

Endnotes

1. PWC (2016). Youth Mental Health Project: Cost-Benefit Analysis. SuPERU. Wellington <http://superu.govt.nz/sites/default/files/YMHP%20Cost%20Benefit%20report%202016.pdf>
2. www.lifehackhq.co/lifehack-resources/lifehack-labs-2014-handbook
3. www.lifehackhq.co/lifehack-resources/lifehack-weekend-event-manual
4. Michie, S., van Stralen, M., & West, R. (2011). The behaviour change wheel: A new method for characterising and designing behaviour change interventions. *Implementation Science*, 6(1). <https://doi.org/10.1186/1748-5908-6-42>
5. Region of residence at time of acceptance to the Fellowship
6. A description of this process can be found in the Participatory Codesign Guide report <https://lifehackhq.co/lifehack-resources/lifehack-codesign-guide-2>
7. Original inspiration for this image from Waitemata Whānau Wellbeing Report <https://nzfvc.org.nz/sites/nzfvc.org.nz/files/Waitemata-whanau-wellbeing-v2.pdf>
8. The letters and numbers here correspond to the outcomes in Figure 8 and the number of people supporting that outcome.
9. PWC (2016). Youth Mental Health Project: Cost-Benefit Analysis. SuPERU. Wellington <http://superu.govt.nz/sites/default/files/YMHP%20Cost%20Benefit%20report%202016.pdf>
10. This includes Lifehack staff time, venue hire and accommodation, catering, an \$8,000 contribution towards the Fellows' travel costs, resources, contract facilitators, contract videographer and contract evaluator costs.

Appendix 1: Evaluation Methodology

For the evaluation of the 2017 programme, we set the available evidence against the Lifehack impact model to show which outcomes were 'switched on' for Fellows and their communities. Triangulating between cases, we have assessed supporting and disconfirming evidence for programme benefits.

We have drawn on the following data sources:

- Application data
- Three post-hui surveys over the course of the programme
- One prep survey before hui tuatoru
- Blogs written by the Fellows
- Information shared by the Fellows on Facebook
- Videoed interviews with Fellows.

The evaluation is based on 22 Fellows who completed all three hui. Twenty-five Fellows were accepted for the programme. One didn't start, and two dropped out after the first hui due to a change in circumstances.

All data are self-reported or based on the observations of the facilitation team. We have used a five point scale to indicate the strength of support for a finding as follows:

- **Strong** – 17-22 Fellows endorsed the finding
- **Good** – 12-16 Fellows endorsed the finding
- **Some** – 6-11 Fellows endorsed the finding
- **Weak** – 5 or less Fellows endorsed the finding
- **No support** – no Fellows endorsed the finding

Appendix 2: Lifehack Outcomes Menu

Lifehack Outcomes Definitions

CODE - OUTCOME NAMES & DESCRIPTOR

(results or changes we expect to see as a result of the Lifehack intervention if it has been successful)

WORKFORCE CHANGES

Changes we expect to see at a practitioner level (Immediate Level)

B1 CHANGE MAKER CONFIDENCE

Confidence to start or change something and to apply and try new ideas and experiences gained through the LH programme

B2 WELLBEING KNOWLEDGE

Knowledge gained about wellbeing models and practices

B3 SERVICE/SYSTEM DESIGN SKILLS

Ability to use participatory methods to design initiatives that address the needs of young people and their communities

B4 RESOURCES AVAILABLE

Gaining access to new forms of financial support or resources

B5 TEAMWORK / PARTNERSHIPS

Creating new connections and collaborations that will create opportunities for future work and practice on youth wellbeing

B6 YOUTH-CENTRED / CO-DESIGNED INITIATIVES

Involving young people in the definition and design of service to address gaps / better meet their needs

B7 CHANGEMAKING KNOWLEDGE

Knowing about how to enable behaviour change and systems change and use existing evidence about what works

B8 ACTION PLANNING

Developed a plan of action around identifying and addressing specific unmet needs have identified in the community

B10 PRACTICE CHANGES

Adoption of new approaches and methods not previously used

B11 NEW TECHNOLOGIES

Adoption of new technologies to increase accessibility

B12 MULTI-DISCIPLINARY

Valuing and drawing on different kinds of knowledge and kinds of actors/perspectives to increase impact

B14 ENGAGEMENT SKILLS

Increased ability to involve those young people (including those not normally engaged) in the development process

B15 WELLBEING SKILLS

Increased capability to apply, teach and model wellbeing practices

B16 INNOVATING

New innovations have been tested and prototyped, or existing initiatives have been tested and improved and are ready for wider adoption and evaluation

B17 MOTIVATION

Enhanced motivation and commitment to the work, and team, to co-design of initiatives

B18 COLLABORATION KNOWLEDGE

Gained knowledge about facilitating inclusive collaborative processes with diverse groups of people

B19 COLLABORATION SKILLS

Increased ability to use inclusive tools to facilitate collaborative processes with diverse groups of people

ORGANISATIONAL CHANGES

Changes we expect to see at an organisational level

C2 INVESTMENT CHANGES

Increased investment in youth initiatives meeting a need (public, philanthropic, private)

C6 NEW INITIATIVES

New initiatives developed with and for young people that address a gap

C8 FRONTLINE PRACTICE CHANGES

Effective youth focused prevention practices are adopted or emphasised and seen to work

C13 REFLECTIVE PRACTICE

Investment and commitment to testing, iterating and gathering feedback on practice, services, initiatives

C14 INCLUSIVE ENVIRONMENT

Changes in settings / social practices increase the appeal, accessibility and effectiveness of youth work

C20 INTEREST IN BUILDING CAPABILITY

Increased demand for youth worker training and development

C25 ASPIRATIONS

Motivation and commitment to working with young people and to the team working together

C28 STRUCTURAL CHANGES

Changes to systems and service design at a structural and environmental level (changing social and physical environments to better enable youth wellbeing)

SECTOR CHANGES

Changes we expect to see at a sector level

C4 NETWORK FORMATION (COP)

Youth worker support relationships / structures are in place

C5 PARTNERSHIPS

System capability is built through new partnerships and collaborations

C12 INTEGRATION

Greater integration of services and initiatives through partnering

C22 YOUTH-CENTRED / CO-DESIGN

More young people involved in the definition and design of service

C26 PRIVATE INVESTMENT

Social impact investment from the business sector

COMMUNITY CHANGES

Change/influence at a community level

C1 PUBLIC WILL

Community takes actions that shows it values young people

C3 AGENDA SETTING

Young people define issues important to them, to be acted upon by an organisation

C21 ENHANCED EVIDENCE-BASE

New knowledge about youth wellbeing engagement is being developed and made explicit

C24 SUSTAINABLE SERVICES / INFRASTRUCTURE

Key activities and connections are being sustained

C27 YOUTH DEVELOPMENT CAPACITY

expanded stock of support in services, social participation opportunities (including leadership)

YOUTH COHORT / POPULATION OUTCOMES

Changes we expect to see (over time) at the youth cohort level

Y1 SOCIAL PARTICIPATION

More opportunities for young people to actively participate in new/better ways in their communities

Y3 YOUTH CENTRED / CO-DESIGN INITIATIVES

More young people involved in the definition and design of service (their input is significantly implemented)

Y4 ENGAGED

Hard to reach/at risk youth re-engaged in youth development initiatives/processes

Y5 SELF-EFFICACY

Young people have the confidence to express their ideas, engage in new positive development experiences

Y6 PRO-SOCIAL PEERS

Establishing positive social connections with peers

Y7 PRO-SOCIAL ROLE MODELS

Positive adult role models

Y9 WELLBEING ORIENTED

Young people are more aware of wellbeing concepts and have an increased capacity for self-management

Y10 LEADERSHIP

[Engaging in] Opportunities for active leadership development

Y11 YOUTH DEVELOPMENT

Young people have increased access to constructive and creative activities

Y12 PERCEPTION OF SUPPORT

Young people know about various sources of social support and feel confident about accessing them

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Contact Us

Thank you for your interest in this report and for our work with Lifehack.

If you would like to find out more head to our website:

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