



UNIwersytet  
Przyrodniczy  
we Wrocławiu

Project CHAIN  
Cooperation for Holistic Agriculture Innovation Nests in Sub-Saharan Africa  
13 January 2025, Wrocław, Poland

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**On-line workshop**



Co-funded by  
the European Union

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# DEVELOPMENT CIRCLE - method

The development circle allows you to illustrate the level of satisfaction in the areas you are interested in. With this tool, you can work with the values that are currently important for you.

The exercise consists in the designating the key spheres (categories), and then putting them on the circle (usually about 10-12 categories).

There can be many ideas for categories – depending on your needs.

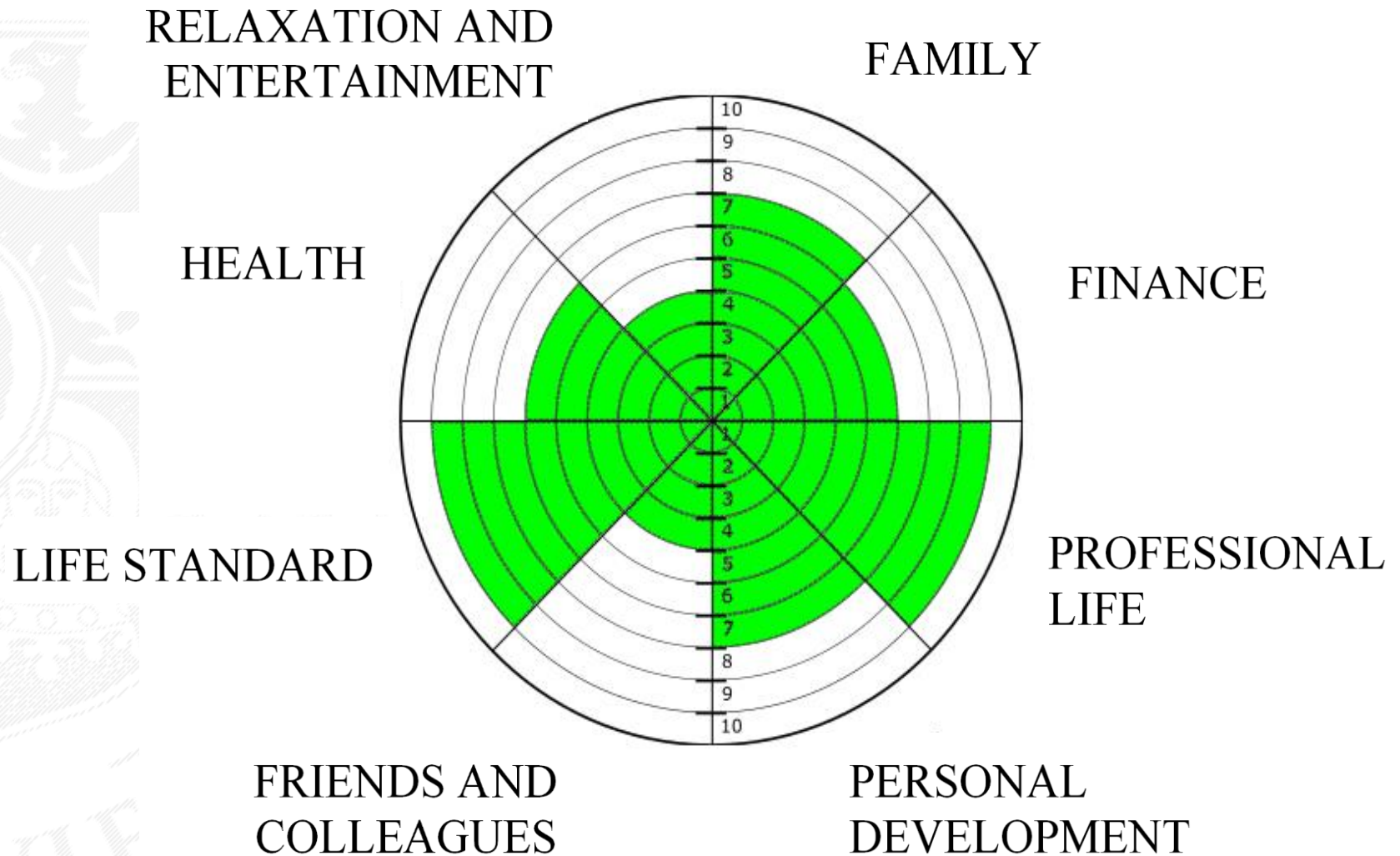
# DEVELOPMENT CIRCLE - method

Next, you need to evaluate the designated categories (using, for example, a score from 1 to 10, in which 1 is an unsatisfactory level and 10 is a fully satisfactory level), so that an analysis can be carried out.

This is done by answering open questions.

The main goal is to evaluate the present situation.

# DEVELOPMENT CIRCLE – EXAMPLE



# DEVELOPMENT CIRCLE – HELPING QUESTIONS

- ✓ What do you feel and think about your life when you look at a drawing?
- ✓ Which values arouse the greatest emotions and why?
- ✓ Did anything surprise you?
- ✓ Which areas require the most attention?
- ✓ What would a score of 10 give you for each value?
- ✓ What happens if you don't make any changes?
- ✓ In which areas can you make the fastest changes?
- ✓ Which of these categories would you like to improve the most?
- ✓ What prevents you from making a change?
- ✓ Who and how could help you make the change?
- ✓ Which category can you start with?
- ✓ When will you start acting?

# DEVELOPMENT CIRCLE – EXERCISE

- ❖ Please, consider the activity/topic/problem referring to the **FOOD VALUE CHAIN**.

**Then:**

- ❖ define the categories (minimum 8) that in your opinion are crucial for this issue.
- ❖ Evaluate the categories from 1 to 10, respectively.
- ❖ Elaborate some supporting questions that facilitate the analysis of the obtained results.
- ❖ Describe the conclusions and the final outcomes.



# **GOLD METHOD**

**The GOLD model is a conversation focused on goals, results, learning and conclusions. It refers to the issue: what will I do differently?.**

**It is an example of obtaining feedback and a tool to support the development of the person (student, lecturer, co-worker, employee etc.).**

**It focuses on learning based on personal experiences. It is used when the actions of a given person have caused negative consequences or when the level of performance of the assigned task does not meet expectations (i.e. of the supervisor).**

# GOLD METHOD

**O**utcome

What did you achieve?

**L**earn

What did you learn?

**G**oal

What was your goal?

**D**ifferently

What will you do  
differently next time?





# GOLD METHOD

Issue	Questions to be answered
<b>GOAL</b>	<p>What was your goal?</p> <p>What did you intend to achieve?</p> <p>What were you aiming for?</p> <p>What was supposed to be the result of your action?</p>
<b>OUTCOME</b>	<p>What was the outcome?</p> <p>What was the actual result?</p> <p>What have you achieved?</p> <p>What went well?</p> <p>What else can you work on?</p>

# GOLD METHOD

Issue	Questions to be answered
<b>LEARN</b>	What did you learn? What conclusions can you draw from this? What did you take out from this? What other opportunities do you see now?
<b>DIFFERENTLY</b>	Next time what will you do differently? What will you do differently next time? What will you do more or less? What will you take into account when such a situation arises again? Where will you start? Where will you end up?

# **GOLD Method**

**Finally, on the basis of all the thoughts, we prepare a real action plan that we will consistently put into practice.**

**It should be remembered that if you want to learn something from your own mistakes, you need to meet one basic condition – be aware that you have made it and not blame the failure on everything and everyone around you.**

**You should think through each mistake well and try to work through it, break it down into factors, analyze it, know exactly what it resulted from.**