

# LEARNING HANDBOOK

Guidance and tools to support systematic learning before, during and after project activity in health and care

## Spectrogram

A spectrogram exercise aims to help a team understand a range of perspectives on one idea or area of interest, as a way to encourage them to think differently.

Tool	Time	Resources	Physicality	Interactivity
Spectrogram	★★★★★	★★★★★	★★★★★	★★★★★

### When?

Spectrograms can be used at any point before, during or after a project.

It can be most useful when a team needs to gain a better understanding of the different experiences and perspectives held within the team itself.

### Who?

All members of the team should be involved. A facilitator is also required to introduce the task and assist participants.

### How?

The overall time required for the session will depend upon how many questions you want to ask the group – we would give five minutes per question.

The room should be cleared so that there is a large open space for people to move around.

A long strip of coloured tape is laid on the floor, with a card at one end stating ‘strongly agree’, one in the middle with ‘neither’ and one at the other end with ‘strongly disagree’.

You then read out statements one by one and ask participants to stand where they believe they belong on the scale. The statements can be agreed upon by the team as a whole before the activity begins, or can be developed by individuals in the team and revealed during the session to avoid everyone overthinking their response beforehand.

The list of statements will likely vary based on the stage of a project. For a list of ideas of what might be useful to use before, during and after a project, please see the worksheet on page 3.

It can be useful to have a facilitator for the session that is not part of the project team, as this allows all members of the team to take part equally. The facilitator’s role is to explain the concept of the spectrogram, read aloud each statement and record the outcomes, i.e. how many people stand at each point in the spectrogram for each statement.

During the spectrogram the facilitator can also ask the reasons why people have decided on a particular position on the scale and make notes to capture this insight.

The outcomes of the rating activity can then be used for further discussion and / or used as a benchmark should the spectrogram be repeated at a different stage in the project to see how results compare within the same team. It might be useful following the rating activity to carry out a '[closing circle](#)' to encourage team discussion of the outcomes immediately to identify any actions that have arisen out of the activity.

### Things you need:

- Coloured tape to act as the scale
- Cards to mark rating points on the scale - 'strongly agree' 'neither' 'strongly disagree'
- Flipchart / paper to take notes and capture actions
- Pens

### Further reading:

- KS Toolkit – [Human spectrogram](#)



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## Spectrogram worksheet

Please find below a range of statements you might like to use or adapt for use in a spectrogram exercise.

### Before the project

- I believe I have previous experience that would be beneficial to the planning of this project
- I have all the knowledge I need to embark on this project in an informed way
- I feel connected with those in the organisation that can help me to complete my tasks
- I fully understand the risks this projects poses
- I have been involved in a similar project to this before

### During the project

- I have no questions about what's happened so far
- I have no questions about what's ahead
- Something unexpected has occurred during the project
- I want to make more connections
- We need to change our approach for the rest of the project

### After the project

- I wish we'd have done something differently
- I believe everything went as planned
- We managed to mitigate all unexpected events successfully
- We weren't as prepared as we could have been
- If we had to do it all again I wouldn't change a thing

