

IDG Self-assessment

Lesson 1: Introduction to MGA Terms of Reference

Thinking — Cognitive Skills (individual)

Critical Thinking

- How do you identify the blind spots in your own beliefs?
- Are you nurturing your habit of asking inquiring and critical questions in relation to significant assertions?

Complexity Awareness

- What helps you think in terms of “both-and”?
- Do you look for how issues you are concerned about may be understood in a deeper way: causes, potential consequences, dependencies on other issues?

Perspective Skills

- Who has perspectives that challenge you deeply?
- Are you strongly motivated to make use of contrasting perspectives when navigating challenging issues?

Sense-Making

- What kind of stories help you feel meaning?
- Do you reflect on how you yourself make up stories about the issues that engage you?

Long-term Orientation and Visioning

- What three things are most important in a 5, 10 and 100 years' perspective? Do you feel motivated to engage in work that addresses issues that will take a long time to resolve?

IDG Self-assessment

Lesson 2: Gender-Sensitive Conflict Analysis

Being — Relationship to Self (individual)

Inner Compass (Individual)

- What are your three most important values?
- In what ways do you want to serve the good of the world?

Integrity and Authenticity

- In what situations and why do you stop being yourself?
- In what situations do you feel challenged to be true to your values and who you want to be?

Openness and Learning Mindset

- How do you stay open when you have a different opinion?
- Are you serious about having an inquiring mindset when you encounter views that are very different from your own?

Self-awareness

- What are your strengths and weaknesses?
- Are you nurturing your capacity for being aware of the nature of your own thoughts, judgments, reactions and emotions as they happen?

Presence

- What is most alive in you right now?
- Can you remember moments when you were able to make yourself available to someone else in a non-judging way, even when feeling provoked?

Relating — Caring for Others and the World (individual)

Appreciation

- Who has contributed to your success?
- Do you consciously turn your attention to that which is worthy of appreciation, such as people's efforts and the beauty of the world?

Connectedness

- Who and what would you like to be more involved with?
- Do you nurture and sustain a keen and deeply felt sense of belonging to and being a part of a much larger whole such as humanity and the global ecosystem?

Humility

- What helps you put the “we” over the “I” when the situation calls for it?
- Do you sometimes feel more concerned about looking good than you would like to?

Empathy and Compassion

- Who and what helps you move into action when you perceive the suffering of others?
- Are you working on your ability to feel empathy and compassion even towards people who are very different from yourself and who may act in ways you disapprove of?

IDG Self-assessment

Lesson 3: Prevention of Conflict-Related Sexual Violence and Sexual Exploitation and Abuse

Collaborating — Social Skills (individual)

Communication Skills

- What helps you contribute to a real dialogue?
- What communication skills would you like to develop further?

Co-creation Skills

- How can you hold the tension between shaping and being shaped?
- How can you become even more creative and constructive in collaborative efforts?

Inclusive Mindset and Intercultural Competence

- What helps you include those who think differently?
- Do you feel that you are willing to make an effort to understand and include people and mentalities that are very different from what you are used to?

Trust

- How do you consciously build trust?
- Are you working on your skills in building and maintaining trust in relation to different people?

Mobilisation Skills

- What is the best motivation for achieving common goals?
- Do you attend sufficiently to the task of inviting and energising other people to work for shared visions?

IDG Self-assessment

Lesson 4: Engagement with UN Partners

Acting — Driving Change (individual)

Courage

- When did you last do something daring?
- What are some situations where you would like to be able to act in a more courageous way?

Creativity

- How can you foster more creativity?
- What can be your specific contribution, considering your own personality, to more creativity in your field of work?

Optimism

- What good do you think will happen this century?
- Do you have the ability to draw your own and others' attention to hopeful signs and initiatives, something you want to continue to promote?

Perseverance

- What real challenge has helped you to grow?
- What ideas do you have about how we can strengthen our individual and collective ability to sustain engagement and effort over time?

IDG Self-assessment

Lesson 5: MGA Gender Estimate and Input during the Operational Planning Process

Relating — Caring for Others and the World (organisation)

Appreciation

- What and who has contributed to the success of your organisation?
- Has your organisation developed practices to appreciate the things that are worth appreciating, such as people's achievements and the beauty of the world?

Humility

- Has your organisation developed practices for putting the common good above the needs of the organisation as such when the situation demands it?
- Is the organisation you work for sometimes more concerned with looking good to the outside world than you would like?

Empathy and compassion

- Has your organisation developed practices for noticing and responding to the suffering of others?
- Does the organisation you work for give you the opportunity to develop skills of empathy and compassion towards people who are very different from you and who may even act in ways you disapprove of?

IDG Self-assessment

Lesson 6: Engagement with civil societies and local NGOs

Thinking — Cognitive Skills (organisation)

Critical Thinking

- Do you know the blind spots in your organisation?
- Does your organisation maintain a culture where it is possible to ask critical questions in relation to significant assertions?

Complexity Awareness

- Does your organisation invite you to think in terms of “both-and”?
- Has your organisation developed practices on how to understand issues in a deeper sense: causes, possible consequences, and interdependencies with other issues?

Perspective Skills

- Do you know organisations that take very different perspectives from the ones you work for?
- Has your organisation developed practices to use contrasting perspectives to deal with challenging issues?

Sense-Making

- What kind of stories have meaning in the context of the organization you work for?
- Has the organisation you work for developed practices for thinking about how stories that engage the organisation are made up?

Long-term Orientation and Visioning

- What three things are most important from the perspective of the organisation you work for in 5, 10 or 100 years?
- Has your organisation developed practices to deal with issues that will take a long time to resolve?

IDG Self-assessment

Lesson 7: Military Gender Strategy - Meaningful Participation and an Enabling Environment

Collaborating — Social Skills (organisation)

Communication Skills

- Has your organisation developed practices to contribute to the genuine dialogue between employees and other stakeholders?
- What communication skills do you think should be promoted in your organisation?

Co-creation Skills

- Is your organisation flexible and robust enough to perceive and respond adequately to change?
- What could your organisation improve to make cooperation even more creative and constructive?

Inclusive Mindset and Intercultural Competence

- Has your organisation developed practices to include dissenters?
- Do you have the impression that your organisation makes a serious effort to be inclusive of those who think differently?

Trust

- Do you feel that your organisation has practices in place to build trust consciously?
- Do you work consciously within your organisation to build and maintain trust in relation to different people?

Mobilisation Skills

- From your organisation's point of view, what is the best motivation to achieve common goals?
- Does your organisation have and use practices to invite and motivate other people to work for common goals?

IDG Self-assessment

Lesson 8: Military Gender Strategy – Preparation

Being – Relationship to Self (organisation)

Inner Compass Individual

- What are the three most important values of the organisation you work for?
- In what way does the organisation you work for serve the good of the world?

Integrity and Authenticity

- In what situations and why does your organisation stop acting in line with its values?
- In what situations do you feel challenged to act in line with the values of the organisation you work for?

Openness and Learning Mindset

- How does your organisation deal with difficulties that arise in the implementation of work routines or with regard to the adopted strategy?
- Is your organisation serious about adopting an enquiring stance, even if views emerge that are very different from those that are common in your organisation?

Self-awareness

- What do you consider to be the strengths and weaknesses of the organisation you work for?
- Has your organisation developed practices to promote the ability to become aware of judgements, reactions, and emotional states as they happen?

Presence

- What do you think makes the organization you work for a stimulating place to be?
- Can you recall moments when the organisational context in which you work has allowed you to express yourself freely without fear of consequences?

IDG Self-assessment

Lesson 9: Military Gender Strategy – Presentation

Acting – Driving Change (organisation)

Courage

- When was the last time your organisation did something daring?
- What are situations in which you wish your organisation would act more boldly?

Creativity

- How could your organisation promote more creativity?
- How could your organisation promote more creativity in the context of your stakeholders in relation to common objectives?

Optimism

- Are there ideas within your organisation about what good will happen in this century?
- Does your organisation have practices to draw the attention of others to hopeful signs and initiatives?

Perseverance

- What challenge has helped your organisation to grow?
- Are there ideas in your organisation on how we can strengthen our individual and collective capacity to sustain our commitment and efforts over a longer period of time?