

**Potential Influencing Factors – WHAT’S OUR HUNCH?**

Result We’re Focused On (long-term or short-term) \_\_\_\_\_

*What are our hunches about the factors related to success with this result?  
Which factors do we have more control over? Which might be most important to focus on?*

**POTENTIAL PARTICIPANT\* FACTORS**

***What characteristics or qualities do they  
“bring in the door / bring to the table?” that  
could be a factor?***

*Demographics, skill levels, work or education history,  
interests and motivators, health or family issues, specific  
needs, etc.*

**POTENTIAL SERVICE/STRATEGY FACTORS**

***What is it about what we do (or don’t do),  
how we do it or how well we do it that could  
be a factor?***

*Types or length of activities, content or quality of  
services, effectiveness of processes (could also apply to  
community partners we work with)*

*\*Could be adapted for Employer, Funder, Partner, etc.*

**STAFF TEAM FACTORS**

*Staff allocation, staff knowledge and  
skills, staff communication*

**DOCUMENTATION FACTORS**

***What do we “not know” or  
need more info about?***

*Unknown or unavailable  
information: Assessment data, data  
on results, reasons for leaving, etc.*

**ENVIRONMENTAL FACTORS**

***What affects the situation but  
we have little control over?***

*Time or money limitations, funder or  
partner policies, economic or  
seasonal issues, space or equipment  
limitations*