

# ANCHORS Assessment

## What is ANCHORS?

The ANCHORS Assessment is a model to facilitate a generative and collaborative process to assess and reflect on the execution of goals, projects, actions, and/or campaigns.

ANCHORS is rooted in the elements of *emergent strategy* honoring our capacity for connectedness, intentionality, action, reflection, and transformation.

Element	Nature of Element
Fractal	The Relationship Between Small and Large
Adaptive	How We Change
Interdependence and Decentralization	Who We Are and How We Share
Non-linear and Iterative	The Pace and Pathways We Change
Resilience and Transformative Justice	How We Recover and Transform
Creating More Possibilities	How We Move Towards Life

(Brown, A. M. (2017). *Emergent Strategy: Shaping Change, Changing Worlds*. AK Press.)

Through this model, groups are supported to engage in grounded reflections on process, impact, and lessons learned to achieve new understandings and begin to strategize a path forward. Each step offers a set of discussion questions to assist in grappling with the central question of that domain.

## Domains and Central Questions

<u>Domain</u>	<u>Central Question</u>
<b>A</b> chieved	Was the goal achieved?
<b>N</b> ew Information	Did we receive new information that impacted the goal?
<b>C</b> hange in Conditions	Was there a change in conditions that impacted the goal?
<b>H</b> ow: Process	How did we move through the process and what happened?
<b>O</b> bservations of Impact	What happened as result?
<b>R</b> eflection	What did we learn?
<b>S</b> trategy	Where do we move from here?

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