

# SABOTAGE

## WHAT

Co-creation tool to identify blind spots in your project plan by taking the perspective of a saboteur. Creates strong internal support for the final project plan.

## WHEN TO USE

- **Stage(s):** Prototyping stage
- **Goal:** Map & engage stakeholders/actors, interrogate existing knowledge
- **Type:** Participation & co-creation tool
- **Time & Effort:** 1 - 2 hrs 

## HOW TO USE

- Explain the prototype plan to your project team and ask them to write on a post-it one or two things that would make the plan fail. These can be internal or external events.
- Stimulate creative ideas and ensure people that they are not committed to their sabotage ideas.
- Categorize all the ideas into clusters as you see relevant.
- Distinguish between ideas that would be a nuisance and ideas that really make the plan fail.
- Next try to turn every sabotage idea into a success factor. What could you do to make sure the idea cannot fail the plan? How can you make your plan stronger?
- You can do this in pairs, try to work on someone else's sabotage ideas. You can also do this in group. Do not ask who wrote down which idea to stimulate free flow of thoughts.

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## STRENGTHS

- Stimulates divergent thinking: 'what did we miss?'
- Identifies all possible doubts and fears people did not feel like expressing.
- Identifies established patterns that you were not aware of but could have an impact on your project.
- Makes people laugh together.

## WEAKNESSES

- Some people might not feel comfortable 'sabotaging' their own plan or fear that this is not loyal to the team.
- Previously raised concerns that have not been addressed can pop up again. This can be the time to find new solutions to known issues. But do try to focus on obstacles that are not yet on your radar!

### References:

11f418\_c56ab3b5fc5c455091178ac894ab359d.pdf (wix.com) (go to Handbook for Participatory Action Research, Planning and Evaluation | Better Evaluation - page 100)

Chevalier, Jacques M. and Buckles, Daniel J. (2003) Handbook for participatory action research, planning and evaluation. SAS2 Dialogue, Ottawa.