



► Tool 1.4: Developing a theory of change

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This tool is part of ►  [ILO EVAL's Guidance note 1.1 on Project design and theory of change](#)

Step	Generic Description of Step
Step 1	Identify the end result aimed for - 'well-being' changes; i.e. the longer-term cumulative improvement in overall well-being.
Step 2	Identify 'means of action' – activities that define the intervention, and outputs (goods and services resulting from these activities).
Step 3	Identify the intended beneficiaries – the reach - of the intervention.
Step 4	Determine the 'reach assumptions', i.e. the events and conditions needed to occur if the outputs delivered are to reach and be positively received by the intended beneficiaries.
Step 5	Identify the expected changes in 'capacity' of individuals or groups who receive or use the goods or services of the intervention – this would relate to expected change in knowledge, attitudes, skills, aspirations or opportunities.
Step 6	Determine the 'capacity change assumptions'; i.e. events that need to occur and conditions that need to change if the outputs that reach the target populations are to result in changes in their capacity to do things differently.
Step 7	Identify the 'behavioural changes' expected to occur among the target reach group – i.e. doing things differently or using the intervention products.
Step 8	Determine the 'behavioural change assumptions'; i.e. events and conditions that need to occur if changes in capacities of target groups are to result in actual changes in their practices.
Step 9	Identify the 'direct benefits' expected to occur among the target reach group; i.e. improvements in the state of the beneficiaries.
Step 10	Determine the 'direct benefit assumptions'; i.e. events and conditions that need to occur if the practice changes are to result in a direct benefit to the conditions of the targeted beneficiaries.
Step 11	Re-visit the end result for 'well-being' to confirm it is the logical ultimate outcome associated with the intervention.
Step 12	Determine the 'well-being change assumptions'; i.e. events and conditions that need to occur if the direct benefits are going to result in changes in the well-being of the beneficiaries.
Step 13	Determine the overall 'rationale' assumptions (and risks) underlying the premise behind the intervention.
Step 14	Identify key performance indicators and key evaluation issues for future 'results' measurement and analysis, and future reporting on 'contribution'.
Step 15	Develop suitable Performance Measurement Strategy and Plan for ongoing monitoring, ad hoc surveys, special studies and systematic evaluation.

Source: Robert Lahey, as part of Briefing on 'Using the Theory of Change to Develop DWCP-SDG Evaluability' commissioned by EVAL, 2017

This tool is a living document and has not been professionally edited.

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