

Mood appraisal

Use

A mood appraisal identifies the factors that may be responsible for low motivation (e.g. in the project team). Such an assessment can also point to discrepancies between expectations and hopes or changes in attitudes in regard to particular issues. It can be the starting point for tackling and overcoming difficulties.

Instructions

I. Define the time for the mood appraisal

It is best to 'take the temperature' in the project team regularly. Milestone meetings for example would be an ideal time for doing this and any mood changes would become apparent. Mood appraisal is a tool that can also be used selectively in one-off situations e.g. if problems or conflicts need solving.

II. Define a list of topics

First, think about the topics that need a mood appraisal. Each topic will be represented by a differently coloured curve.

III. Carry out appraisals

Individually, the current mood is assessed on a scale from -3 to +3 and entered in a chart in the corresponding colour.

IV. Discussion of the appraisal profiles

On a time chart you now have a curve for each topic and each person. All curves together provide a comprehensive picture of the current mood.

Define a list of topics (example)

Colour	Topic
	Motivation for/Interest in the topic
	Demands of the project
	Learning potential
	Atmosphere in the institution
	Collaboration within the team
	Contacts with the target group
	Contacts with professionals in the same field (networks)
	Political context of the project

Remarks

If there are many topics or if a comparison of different people's appraisal is needed, the curves can be drawn on transparencies and then be superimposed.

Rating scales

