Before you can begin to share your evaluation results externally, you must first share them internally. By sharing internally, you're able to use your evaluation insights and findings to inform decisions that will strengthen and improve your program. This is a great way to keep participants engaged, and is an opportunity to gather feedback from people who are truly invested in the work you are doing.

Questions to Consider Before You Begin Sharing Your Research:

- How can you use results and learning when designing the next iteration of your program?
- What are the benefits of communicating your evaluation results internally?
- How can you plan your internal communications to ensure that everyone learns from the evidence?

How to Share Your Findings Internally

1. **Start with your evaluation results!** You'll have numbers, stories, and learnings that you can share with anyone involved with the program.

2. **Decide on the data you think needs to be shared internally (vs externally):** What data tells the full story of your evaluation results?

3. **Share your results with the appropriate internal stakeholders from your organizations.** Work together to create a realistic program improvement plan from your evaluation results.
   Program Improvement Plan: based on your evaluation results and learnings, this plan will help you improve your program and should include intentional and continuous check-ins in order to monitor progress towards achieving your goals.

4. **Set goals:** It's important to set realistic goals based on data so that you can create a plan to monitor progress on these goals.

Remember:

Positive and negative evaluation results can be both motivating and inspiring for staff who likely care most about making the program experience as ideal as possible for youth participants. Don't be afraid to share results!

When you're mining your data to come up with your internal evaluation story, don't forget to keep in mind what you want to share externally. Keep a note of stories, narratives, testimonials etc. that spark with you so when you plan your final evaluation step – external communication – you'll know where your ideas and content are!

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