

Rating Gaps and Strengths

It is important to pause and decide as a group whether each gap or strength is worth the effort that will be required to close it or to scale it up. This stage also involves prioritizing which performance gaps and strengths to address or in what sequence to address them, as more than one will likely be identified. Criteria for prioritizing or sequencing could be the following:

- Seriousness/urgency (e.g., involves safety or priority health indicators)
- Scope or frequency
- Alignment with organizational goals
- Gender equality
- Time to solve
- Resources required

Contemplate how the gap/strength affects client outcomes. Consider whether the gap is wide or narrow, frequent or infrequent. Take into account whether the gap/strength seriously affects the potential of the organization to reach its goals. Consider whether the gap or strength affects conditions for women and men to equally realize their full rights and potential, participate in the workforce, be healthy, contribute to health development, and benefit from the results. Finally, weigh the amount of time and resources necessary to overcome potential obstacles and close the gap or scale up the strength.

Often it helps to prioritize gaps or strengths by using a 5-point scale to rate each gap or strength according to the criteria. For example:

Criteria	1	2	3	4	5
Seriousness	Low				High
Frequency	Low				High
Alignment with organizational goals	Low				High
Effect on gender equality	Low				High
Time to solve	Long time				Short time
Cost	High				Low

Some gaps may not deserve further attention. Efforts to close some gaps may need to be postponed while you work on more serious or urgent gaps.