

# The 6D's of Needs Assessments

## How can you be sure you're covering all the bases in your needs assessment?

Document the 6 D's to ensure your research design yields a comprehensive, rational argument and an effectively-designed program.

### DEFICIT

- What is the actual need requiring intervention? Document the gap between the current and desired situation you are proposing to address.

### DEVELOP

- It's not just about the negatives. In the spirit of Appreciative Inquiry, what are existing strengths the program could build on?

### DESCRIBE

- What are the proposed participants' characteristics, e.g. age, experience, learning styles, barriers to attending, etc.? These help to inform the content and design of the program.

### DESIRES

- What are the proposed participants' preferences for receiving the program, e.g. format, length, location, day, time, etc. These also help to inform the design and content.

### DUPLICATION

- Are there similar existing programs that overlap and might reduce the chances of being funded? What is the unique niche that this program will address?

### DEMAND

- Is there a demand? Would participants actually attend? Document this willingness, e.g. likelihood of attending, existing wait lists, etc.

