







Work Models

• Flow – communication and coordination
• Cultural – climate and influences
• Sequence – steps to complete a task
• Artifact – structure and strategies of work
• Physical – location of people and things

### Flow

- Individuals or groups doing the work
- Responsibilities of individuals or roles
- Flow of communication between people
- Communication topic or action of work
- Places and artifacts supporting communication
- Breakdowns in communication or work

## Cultural

- Influencers who affect or constrain work
- Extent of the influence on work
- Direction and strength of influence
- Breakdowns interfering with work
- Standards, policies, power, values
- Identity, emotions, style, preferences



# Physical Places where work happens Structures that define and limit work Usage and movement in the spaces Hardware and other tools Layout of places Breakdowns - what interferes with work

## Contextual Interview Interpretation – Class Exercise

- Divide into groups of four to six
- Identify person with good notes on interview
- Assign other roles for session
- Record important data
- Create work models

## Affinity Diagrams

- Inductive process for rethinking paradigm
- Done by the whole team together
- Put notes on the wall one at a time
- Group notes addressing the same issue
- Move notes into groups of 4-6
- Add notes defining groups
- Group the groups and add notes defining these

### **Consolidating Models**

- Collect models of a type and look at together
- Synthesize primary elements into single model
- Similar usage, purpose, meaning
- Look for repeating patterns
- Include key differences, don't loose details
- Identify roles, group influencers, influences
- Primary activities, abstract steps