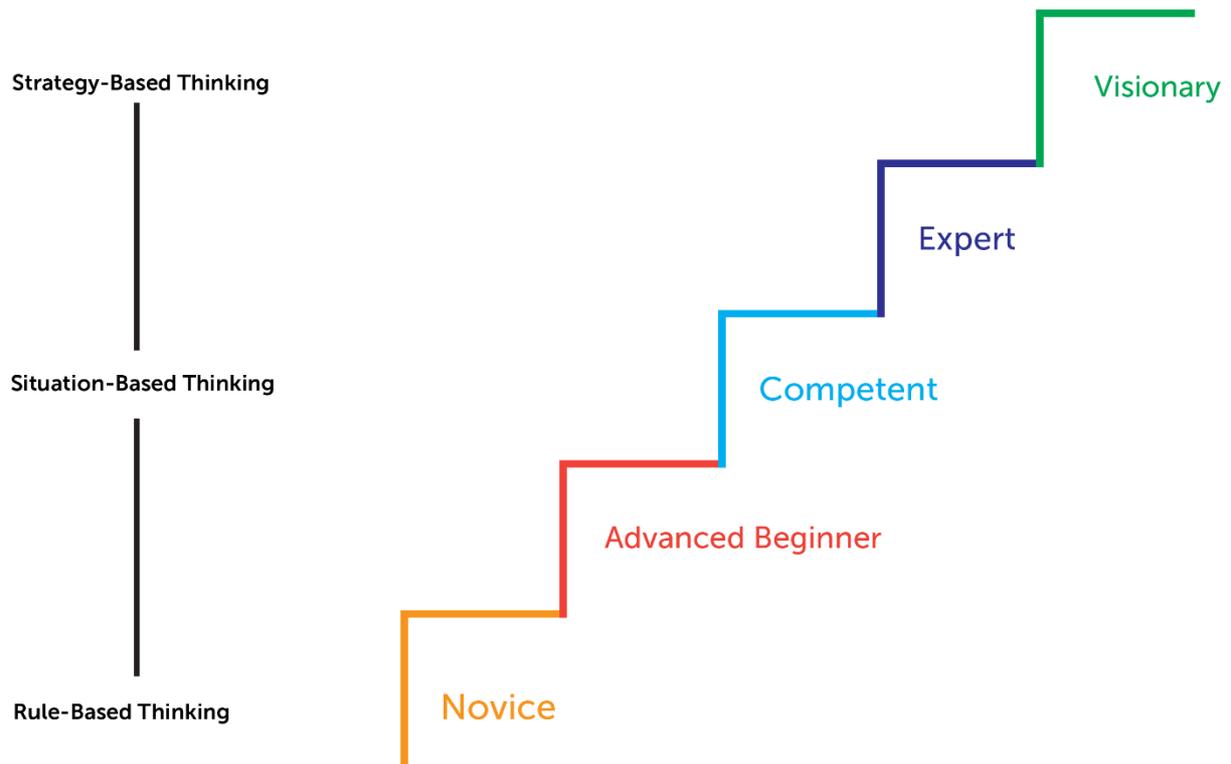


Ladder of Menstrual Confidence



What is the Ladder of Confidence?

This diagram is designed to demonstrate different levels of confidence. The words on the right describe different classifications of expertise or confidence levels that are commonly used. On the left are three broader categories of types of training or facilitation that are best suited to the level of participants.

Rule-Based Thinking

At the novice level, participants will need clear guidance. For teaching at this level it is helpful to break down the information into distinct steps. Start with the basics and move forward from there.

Example: For women at the bottom of the ladder, who say 'I don't like to talk about periods', the first step could involve getting them comfortable with how to talk about periods in a casual setting.

Situation-Based Thinking

As a participant moves up the ladder they encounter high levels of complexity. At this level participants need to engage with critical questions and new ways of looking and thinking. By looking beyond a step-by-step approach they can respond to situations appropriately, as needed.

Example: For men who say they 'support the women and girls in my home manage their periods', the word support suggests action. As a facilitator you can encourage further action and suggest new ways for men to understand the needs of women menstruating.

Strategy-Based Thinking

This is the state where participants will bring their personal commitment to the process. They are aware of the problem and can use their own ingenuity to solve it. A good way to coach participants at this level is to help them reflect on their own strategies and effectiveness.

Example: For participants sitting at the top of the ladder the work isn't over. Although they might feel confident about their knowledge you might suggest that participants view the situation from other viewpoints eg. What challenges might women with disabilities have when managing their periods?

Instructions for use

The Ladder of Confidence is helpful for facilitators to understand the level of knowledge and confidence of the participants, and thus how to conduct your teaching on the subject. It also allows measurement of changes in confidence as a result of the training sessions.

1. At the beginning of the facilitation session give each participant a copy of the Ladder of Confidence handout.
2. Get them to circle with pen or pencil their self-assessment of their confidence with menstruation at the beginning of the workshop
3. After the completion of the entire training get each participant to return to their handout and circle their self-assessment of their confidence after working through the sessions.

Moving forward

Reassure all participants that is ok for them to indicate no change, or just a little change. Although the steps suggest progressing from one level to another, learning is a dynamic process and a participant might find themselves back and forth on the ladder. This is by no means a failure, just part of the learning experience.

It is important to be mindful that moving up the ladder from novice to advanced beginner might take months or years. Becoming an expert might take a decade or more, so patience is needed in every step of the process. Often people don't reach the highest step on the ladder, so keep your aims realistic. If a participant moves up one step this is a huge achievement.

Women: What is your level of knowledge & confidence when managing your period?



Men: What is your level of knowledge of managing periods?

