

## Five things to consider to optimize, evaluate & iterate on the use of narrative CVs

### Start small

**Analyze the outcomes** of pilot interventions before making decisions about widespread policy changes.

Where possible, **compare your outcomes with those of other funders** to gain an understanding of contextual nuances and share good practice.

### Check objectives

**Establish priorities** and **check they are being met**.

An **internal comparative study** can determine whether a narrative CV format aligns with priorities and fulfills its mandate to support the recognition of a broader range of research outputs.

### Monitor

**Monitor implementation.**

**Surveys, interviews, and focus groups** can help determine whether applicants (both awarded and unawarded) and evaluators are effectively learning to prepare and evaluate narrative CVs.

### Promote equity

When designing studies, **apply an intersectional lens**.

This might look like taking the following into account:

- Gender *and* race or ethnicity
- Gender *and* country of origin

### Embrace experimentation

**Develop intentional, carefully planned experiments** to evaluate the impact of all aspects of a narrative CV, such as **format, context** and **processes** for use, and **training** and support to facilitate use. Where possible, use randomized control trial design specifications. Review and update processes on a **regular basis** as necessary.