

## 4.2.3. Tools and techniques to use in a co-creation process

### Name of the technique: **Cause Diagram**



Minimum number of participants:	3
Maximum number of participants:	8

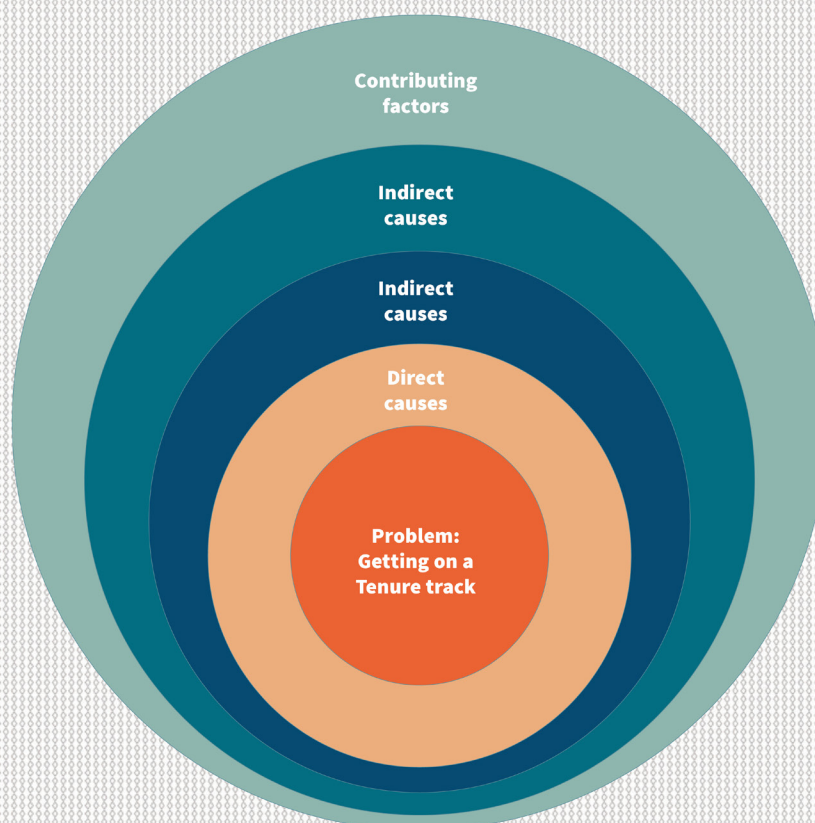
#### What is a cause diagram?

A cause diagram is a useful tool for reflecting on the underlying causes of a problem.

#### How to use a cause diagram?

This tool can be used during a workshop if the cause(s) of a particular problem are not yet clear or if it makes sense if participants discover the cause(s) themselves.

Write down in the inner circle what the problem is. In the example below, the problem relates to careers: why is it hard for a female post-doc to get a tenure track position? Now identify the underlying causes layer by layer. Note down the direct causes in the second circle, the underlying causes in the third circle, and the contributing factors in the fourth circle.



#### What to do with a cause diagram?

Look at each underlying cause and examine whether it can be changed. An underlying cause can be the (assumed) family care burden (inner circle) with as underlying causes: women are at childbearing age at this point in their career, lack of care facilities, institutional expectations regarding international mobility, men seen as breadwinners, ... (second circle). Start from outside to inside when looking for solutions.



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