

Transactional vs. Transformative Approach

TRANSACTIONAL APPROACH

TRANSFORMATIVE APPROACH

DEFINITION

Issue-based efforts that help individuals negotiate existing structures. These solutions transact with institutions to get a short-term gain for communities but leave the existing structure in place.

Initiatives that cross multiple institutions that shift efforts towards proactive solutions. These solutions alter the ways institutions operate thereby shifting cultural values and political will to create equity.

APPROACH

Routine solutions using skills and experience readily available.

Require changes in values, beliefs, roles, relationships, and approaches to work.

PEOPLE RESPONSIBLE

Often solved by an authority or expert.

Solved by the people with the problem.

CHANGES REQUIRED

Require change in just one or a few places; often contained within organizational boundaries.

Require change in numerous places; usually cross organizational boundaries.

RECEPTIVITY

People are generally receptive to technical solutions.

People try to avoid the work of “solving” the adaptive challenge.

TIMEFRAME

Can be implemented quickly—even by edict.

“Solutions” can take a long time to implement and require experiments and new discoveries; they cannot be implemented by edict.

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