

HIDDEN CAPITAL & ROADMAP CANVAS

Module 3: Step-by-Step Roadmap | Stage 1 – What do I already have? → Stage 5 – What is my next step?



Mapping personal resources and turning them into a realistic next step

Activity Focus and Goals:

- Recognise existing skills, relationships, time and spaces as a form of capital
- Shift the focus from what is missing to what already exists
- Connect resources, assumptions, community insights and opportunities into one picture
- Translate reflection into one small, realistic action for the coming week
- Reduce the pressure to produce a complete business plan

Materials Needed:

- Hidden Capital categories: I Know / I Can Do / People Who Trust Me / Spaces I Can Access
- Reflection checklist of everyday tasks (Stage 1 of the module)
- Roadmap Canvas (page 2 of this Lesson Plan)
- Notes from earlier exercises (Stages 2–4: insights, opportunity, assumption)
- Pen and paper, or digital notes

Learning Objectives:

- Name at least four personal resources not previously recognised as capital
- Sort resources into the four Hidden Capital categories
- Complete a Roadmap Canvas linking resources, assumption, insights, gap and action
- Define one small, affordable, realistic and informative next step
- Explain why the chosen step is a reasonable starting point

Structure and timing of the activity: In groups (2 – 4 people) or individually:

Step 1 (10 min): Participants review the checklist of everyday tasks people regularly ask them for help with and tick the three that apply most to them. They then sort what they already have into the four Hidden Capital categories: I Know, I Can Do, People Who Trust Me, and Spaces I Can Access.

Step 2 (10 min): Participants choose the resource that surprised them most and write one sentence explaining why it counts as capital. In a group setting, they share this with one other person; in self-learning mode, this stays a personal note.

Step 3 (15–20 min): Participants fill in the Roadmap Canvas, drawing on what they noted earlier in the module – Resources (Stage 1), Assumption (Stage 4), Insights (Stage 2), Gap (Stage 3) – and complete the Action column with one step that is small, affordable, realistic and informative: something they can do this week.

(Self) assessment:

- Have I listed at least four resources I did not previously think of as capital?
- Have I completed all five columns of the Roadmap Canvas?
- Is my chosen action something I can realistically do this week, without needing extra resources?

Resources and useful materials:

- Roadmap Canvas (page 2 of this Lesson Plan)
- Hidden Capital Map example (Maria's story, from the module)
- Key reminder from the module: "What you already have is already a form of capital."

Notes, comments, recommendations for users (trainers/ learners):

- Treat "I don't know yet" as a valid answer at every step – there is no requirement to have a finished idea.
- Keep the focus on existing strengths rather than perceived gaps; do not frame a missing resource as personal failure.

ROADMAP CANVAS – Worked Example — Maria

Where am I now? (Resources)	What am I testing? (Assumption)	What does my environment say? (Insights)	What opportunity do I see? (Gap)	What is my next step? (Action)
Kitchen, baking skills, two free evening hours, access to a Telegram community	My neighbours would be interested in buying homemade bread	A neighbour mentioned there is nowhere nearby to buy fresh bread	No accessible, affordable bakery within walking distance	Bake one extra batch this week and ask one neighbour for honest feedback

Use this as a model — your own answers will look different, and that's fine.

ROADMAP CANVAS – WORKSHEET

Use this Canvas to connect what you already have with one realistic next step. Draw on your notes from earlier in the module for each column.

Where am I now? (Resources)	What am I testing? (Assumption)	What does my environment say? (Insights)	What opportunity do I see?(Gap)	What is my next step? (Action)