

Unit 2 Worksheet: A Partnership Assessment Tool

This partnership assessment tool is a resource that can be used to measure the success of your partnership. Please review the instructions below. This tool can be completed by individual partnership members or as a group. Permission to reprint and adapt this tool was approved by the author, Mike Winer (Email: 4results@seeingresults.com).

Background:

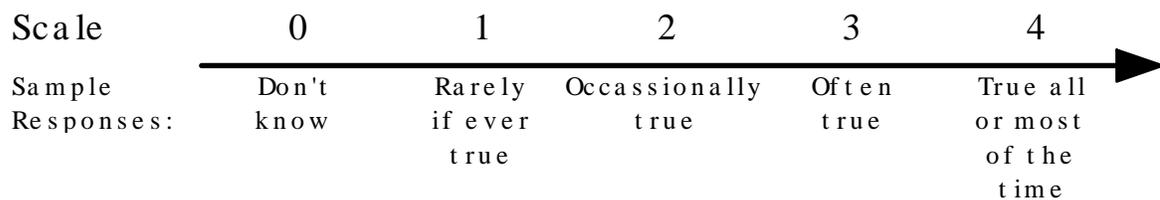
Partnerships are mutually beneficial and well defined relationships entered into by two or more individuals to sustain results that are more likely to be achieved together than alone. Whether you are just beginning or are already engaged in a partnership, this tool will pinpoint the strengths your partnership can build upon and the areas where you are challenged.

Instructions:

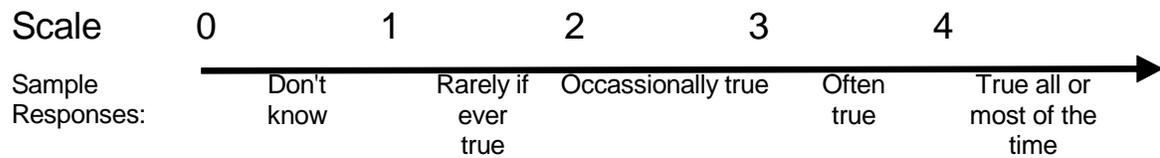
Evaluate your partnership by rating the strength of various qualities in your work together. Use scores of 1 - 4, where 1 = low and 4 = high.

If the statement is true all or most of the time, score it "4". If the statement is often true, you may score it a "3". If the statement is only occasionally true, you may score it a "2", and if the statement is rarely if ever true of your work together, score it a "1". You use the score "0" when you don't know the answer.

Please note: The answer sheet is numbered vertically and corresponds to the questions sheets.



1. The person or people who started or are starting our partnership have an initial vision that is clear to each of us.
2. We believe we are asked to be in this partnership because we bring diverse cultures, backgrounds, resources, and skills.
3. We ask people outside of our usual work groups and power structures to be in this partnership because they have something important to contribute.
4. We do a good job of honestly telling others what we want from this partnership both personally and for our organizations.
5. We have someone to convene meetings who is skilled in group process and helps us maintain a balance of power among partners of the partnership.
6. Our meetings are effective because everyone usually participates in discussions, making decisions, taking action, and tracking our achievements.
7. Our joint vision statement is unique from the mission statement of each of the individual organizations we represent.
8. Our joint vision is supported by every organization we represent.
9. Our partnership has an agreed upon mission, values, goals, and measurable outcomes.
10. We have a quick and easy way to convey the essence of our vision to others.
11. We list specific results we want from our work together that are measurable.
12. Before taking any action, we lay out a game plan for eliciting support from key stakeholders.
13. We evaluate ourselves by reviewing what we've accomplished and the ways we work together to accomplish those things.

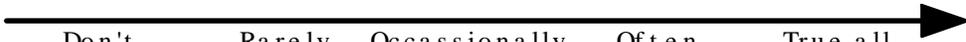


14. We do a good job of documenting our progress to date.
15. Our respective home organizations clarify to each of us how much money, time, and other resources we are free to bring to this partnership.
16. Each of us has a defined role or roles in our partnership, and I know what each partner contributes to our effort.
17. The relationship between partners is characterized by mutual trust, respect, and genuine commitment.
18. We expect conflict from time to time and we discuss how we value our differences.
19. We have rules for handling conflict, including a commitment to work on long and difficult issues.
20. We acknowledge that some conflict can never be resolved and find ways to work together anyway.
21. The partnership builds upon identified strengths and assets but also addresses areas that need improvement.
22. We organize ourselves and clarify our responsibilities so that we get work done in an efficient and effective way.
23. We make active decisions on how to staff the partnership so we can keep records, distribute minutes, and do other important support functions.
24. We seek resources to continue our work.
25. The partnership balances the power among partners and enables resources among partners to be shared.
26. We have a clear, mutually-agreed-upon process for making decisions.

27. I know how to get information about what's going on in the partnership.
28. There is clear, open, and accessible communication between partners, making it an on-going priority to listen to each need, develop a common language, and validate/clarify the meaning of terms.
29. We reward ourselves and other people outside of the partnership for contributions to our work.
30. We have successes that demonstrate to us and others the potential for this partnership.
31. We have a clear action plan that lays out responsibilities, budget, and timeline.
32. Roles, norms, and processes for the partnership are established with the input and agreement of all partners.
33. Each of us knows what the other is responsible for and how to demonstrate that we fulfill those responsibilities.
34. All of the member organizations sign joint agreements that detail how the partnership will be structured and administered.
35. My organization makes changes in its policies and procedures that promote working together now and in the future.
36. We explore how we can influence community leaders and groups to develop collaborative approaches that solve other community problems.
37. We have an evaluation plan that measures results of our work as well as our process together.
38. We understand that evaluation is a learning tool to help us make ongoing improvements in what we do and how we do things.
39. We make changes in what we do and how we do things based on our evaluations.
40. Our partnership develops and evolves over time.
41. We plan for inviting new partners, orienting them appropriately, and including their self-interests and resources in our work.
42. We reorganize ourselves as necessary to include new partners and to retire partners whose job is finished.

43. We find graceful ways to deal with partners who are no longer contributing, but who are having trouble separating from the partnership.

Scale	0	1	2	3	4
Sample Responses:	Don't know	Rarely if ever true	Occasionally true	Often true	True all or most of the time



44. We agree on the image we wish to convey to others about our partnership.

45. We plan for promoting the good work we do and the results we accomplish.

46. We are shameless self-promoters about the success of our work together.

47. Partners share the credit for the partnership's accomplishment/s.

48. We identify which policies, programs, and initiatives within our own partnership need to be changed for us to be effective in the long run.

49. To build longer term support for our partnership efforts, we reach out to broader communities.

50. We plan for influencing key stakeholders and the broader community in order to develop leaders who can carry on this partnership work.

51. We have a working knowledge of a range of interrelated needs and opportunities in our community and how those needs are presently met.

52. We know that to be effective in the long run, we have to change the way we provide health care, human services, education, government, etc.

53. We make plans that use our partnership experience to change the way we provide health care, human services, education, government, etc.

54. We recognize that there is a point where the partnership as we know it must end because our project or initiative is finished.

55. We continue to change the way we deliver our partnership's services, programs, and initiatives by expanding our efforts in other ways.

56. We create ways to mark the ending of this partnership.

RESPONSE SHEET: Date: _____ Partnership: _____

1.		14.		30.		44.	
2.		15.		31.		45.	
3.		16.		32.		46.	
4.		17.		33.		47.	
5.		18.		34.		48.	
6.		19.		35.		49.	
7.		20.		36.		50.	
8.		21.		37.		51.	
9.		22.		38.		52.	
10.		23.		39.		53.	
11.		24.		40.		54.	
12.		25.		41.		55.	
13.		26.		42.		56.	
		27.		43.			
		28.					
		29.					

Total

Group Av.