

Partnerships and Collaboratives: ¹
Diagnostic Tool for Evaluating Group Functioning

Instructions: Each person in the group should indicate how he or she feels the collaborative is functioning by circling the number on each scale that is most descriptive of where the group is currently. Then, the group should discuss each item and what actions are needed.

Shared Vision

We do not have a shared vision

We have a shared and clearly understood vision

1 2 3 4 5 6 7

Goals and Objectives

Members do not understand goals and objectives

Members understand and agree on goals and objectives

1 2 3 4 5 6 7

Responsibilities and Roles

Roles and responsibilities of members are not clear

Members are clear about their roles

1 2 3 4 5 6 7

Decision Making Procedures

We do not have effective decision-making procedures

We have effective decision-making procedures

1 2 3 4 5 6 7

Changing Membership

We do not have procedures for changing members

We have procedures for changing members

1 2 3 4 5 6 7

Conflict Management

Conflict keeps us from doing anything

We are able to manage conflict successfully

1 2 3 4 5 6 7

Leadership

Leadership is not shared and is inadequate

Leadership is effective and shared when appropriate

1 2 3 4 5 6 7

Action Plans

We do not follow work plans

Plans are well developed and followed

1 2 3 4 5 6 7

Relationships/ Trust

Members don't trust each other

Members trust each other

1 2 3 4 5 6 7

¹ Based on Internal Collaborative Functioning Scales, p. 89, in *Evaluating Collaboratives: Reaching the Potential* (G3658-8). Ellen Taylor- Powell, Boyd Rossing and Jean Geran. 1998. University of Wisconsin-Extension.

Internal Communication

Members do not communicate well with each other

1

2

3

4

5

6

7

Members communicate well with each other

External Communication

We do not communicate well externally

1

2

3

4

5

6

7

Our external communication is open and timely

Evaluation

We never evaluate our performance

1

2

3

4

5

6

7

We have built evaluation into all of our activities

