

## CLIMATE DIAGNOSTIC TOOL: THE SIX R'S OF PARTICIPATION<sup>1</sup>

Instructions: Please rate how well your organization/ collaboration/ initiative does the following, using the scale below. Tabulate your scores for each section. (For established groups, have each individual fill out the diagnostic, then compare your answers and attempt to come up with a group diagnostic. For new groups, prioritize the items in each section, then discuss: a) What do you currently have the capacity to do? And b) What do you need to develop the capacity to do?)

<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>
<b>Poor</b>	<b>Fair</b>	<b>Average</b>	<b>Good</b>	<b>Excellent</b>	<b>N/A</b>

### 1. Recognition

People want to be recognized for their leadership to serve the members of their communities and organizations. We all want to be recognized, initially by the members of our own groups and then by members of other groups, for our personal contribution to efforts to build a better quality of life.

**Please rate how well your organization/ collaboration does the following:**

- \_\_\_ Regularly praises members or individuals for work they have done through awards, dinners or other public events.
- \_\_\_ Regularly praises members or individuals for work they have done, even small tasks, by recognizing them in meetings and on occasions when others are present.
- \_\_\_ Contacts members or individuals after they have completed a task or contributed to an event or program and privately thanks them.
- \_\_\_ Uses a newsletter or other written communication tool to praise and recognize member or individual contributions.
- \_\_\_ **SCORE** (*for this section*)

### 2. Respect

Everyone wants respect. By joining in community activities, we seek the respect of our peers. People often find that their values, culture, or traditions are not respected in the work place or community. People seek recognition and respect for themselves and their values by joining community organizations and initiatives.

**Please rate how well your organization/ collaboration does the following:**

- \_\_\_ Thoughtfully delegates tasks, making sure that members' and individuals' skills and strengths are being used.
- \_\_\_ Provides translators or translated materials for members or individuals who do not speak English as their first language.

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<sup>1</sup> Kaye, G. & Resnick, I. (1994). *Climate Diagnostic Tool*. Brooklyn, NY: Community Development Consultants.

- \_\_\_ Includes celebrations and traditions that reflect the diversity of your membership and/ or community.
- \_\_\_ Reflects the diversity of your membership and/ or community.
- \_\_\_ Provides child care at meetings and/ or dinner at evening meetings so that people with families and children can participate equally.
- \_\_\_ Holds meetings at times other than during the 9-5 workday so that people can attend who work or go to school during those hours and cannot take time off.
- \_\_\_ Listens to and acknowledges the contribution of all members.
- \_\_\_ **SCORE** (*for this section*)

### 3. Role

We all need to feel needed. It is a cliché, but it is true. We want to belong to a group that gives us an important role, and where our unique contribution can be appreciated. Not everyone searches for the same role. But groups must find a role for everyone if they expect to maintain engagement.

**Please rate how well your organization/ collaboration does the following:**

- \_\_\_ Provides the same kinds of roles for professionals and non-professionals with the same responsibility and power.
- \_\_\_ Delegates tasks to grassroots members and individuals that involve contacts with important stakeholders and others with power.
- \_\_\_ Asks members and individuals what kind of roles they would like to play in the organization/ collaboration.
- \_\_\_ Dedicates some portion of time to working with grassroots members and individuals to develop their skills to accomplish these tasks and play these roles.
- \_\_\_ **SCORE** (*for this section*)

### 4. Relationship

Organizations are organized networks of relationships. It is often a personal invitation that convinces us to join an organization. People join organizations for personal reasons (e.g. to make new friends) and for the public reason of broadening a base of support and/ or influence. Organizations draw us into a wider context of community relationships that encourage accountability, mutual support, and responsibility.

**Please rate how well your organization/ collaboration does the following:**

- \_\_\_ Regularly provides opportunities for socializing before and after meetings?
- \_\_\_ Provides opportunities for members and individuals to formally network with each other around common interests.
- \_\_\_ Provides opportunities for grassroots members and individuals to meet with powerful stakeholders who have access to and who may or may not be part of your organization.
- \_\_\_ Provides opportunities for individuals to work together as partners on projects and tasks.

\_\_\_\_\_ **SCORE** *(for this section)*

## 5. Reward

Organizations and coalitions attract new members and maintain old members when the rewards of membership outweigh the costs. Of course, not everyone is looking for the same kind of rewards.

**Please rate how well your organization/ collaboration does the following:**

- \_\_\_\_\_ Works to identify the public and private rewards that respond to the self-interests of members and individuals. In other words, does it try to understand what people want out of their involvement and try to meet their self-interest?
- \_\_\_\_\_ Provides the same information and access to funding opportunities to all members and individuals who are involved with the organization/ collaboration.
- \_\_\_\_\_ Provides other resources and/ or referrals to members and individuals involved with the organization/ collaboration that matter to them.
- \_\_\_\_\_ Creates opportunities for members to share information and other resources amongst themselves in special interest committees or some other way.
- \_\_\_\_\_ **SCORE** *(for this section)*

## 6. Results

Nothing works like results! An organization or initiative needs to be able to “deliver the goods”.

**Please rate how well your organization/ collaboration does the following:**

- \_\_\_\_\_ Has short-term goals and projects that show immediate results on issues that matter to grassroots members and individuals.
- \_\_\_\_\_ Has long-term goals and projects that will create meaningful change.
- \_\_\_\_\_ Welcomes members and individuals who have specific concerns that may not fit directly into your long-term agenda, but may fit indirectly and have the support of others in the community.
- \_\_\_\_\_ Uses short-term victories as a way to build your base of membership or involvement in the community.
- \_\_\_\_\_ **SCORE** *(for this section)*