

<i>Statements</i>	<i>Always True</i> 5	<i>Mostly True</i> 4	<i>Sometimes True</i> 3	<i>Rarely True</i> 2	<i>Never True</i> 1
25. The roles of executive and committee members are clearly understood.	5	4	3	2	1
26. People feel they are valued members of this organization.	5	4	3	2	1
27. People feel they belong.	5	4	3	2	1
28. People can find challenging and satisfying things to do in this organization.	5	4	3	2	1
29. Jobs that are hard to fill are viewed to see how they might be reorganized to be more satisfying.	5	4	3	2	1
30. People feel they are making a contribution.	5	4	3	2	1
31. We have attractive print materials about our organization, jobs to be done, programs, and needs.	5	4	3	2	1
32. We have orientation materials and programs appropriate for executive members and conveners.	5	4	3	2	1
33. We keep up-to-date, useful records on community needs, contact people, funders and resources.	5	4	3	2	1
34. We have agreed-to processes for evaluating the strength and weaknesses of committee and regular meetings, and other working relationships.	5	4	3	2	1
35. We have accepted procedures for regularly reviewing the roles of executive and committee members.	5	4	3	2	1
36. This organization provides a learning environment in which people get support, encouragement, and feedback.	5	4	3	2	1
37. Support and resources are available to help people learn new skills.	5	4	3	2	1
38. People are encouraged to develop skills and knowledge about conducting meetings.	5	4	3	2	1
39. People know several methods of planning and problem solving.	5	4	3	2	1
40. When new people arrive they are given useful information about this organization.	5	4	3	2	1

HOW TO SCORE

5 4 (3) 2 1

5 (4) 3 2 1

5 4 3 (2) 1

(5) 4 3 2 1

5 (4) 3 2 1

The total of the circled numbers is 18. Place this total at the bottom of column A. Do the same for each set of five questions from columns B through H.

SCORE SHEET

	<i>A</i>	<i>B</i>	<i>C</i>	<i>D</i>	<i>E</i>	<i>F</i>	<i>G</i>	<i>H</i>
1	6	11	16	21	26	31	36	
2	7	12	17	22	27	32	37	
3	8	13	18	23	28	33	38	
4	9	14	19	24	29	34	39	
5	10	15	20	25	30	35	40	
<i>Total of Numbers</i>								

Total of Numbers

Group Averages

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Columns A - H correspond to the eight basic organizational processes:

- A Assess Needs
- B Plan
- C Implement
- D Evaluate
- E Manage Relationships
- F Motivate
- G Provide Resources
- H Develop Skills/Competency

