# Coalition Health Check Up

Circle the current status of your coalition for each item. Identify one or two areas where you'd like to see improvement and pencil in an action plan with your coalition.

|  |  |  |  |
| --- | --- | --- | --- |
| **Wow, Things are Fabulous!** | **We are doing OK!** | **We need some focused attention!** | **Comments/ Action Plan** |
| Group membership is intentionally structured. We have mapped all the "players" and brought them together. Everyone who is needed to accomplish our goals are members. | Group membership is clear. We know who is "in." Most of the people needed are members | Group membership is unclear or does not represent the range of groups and people we need to take effective action. |  |
| We have goals, objectives and plans to achieve them. This is the basis for our conversations and actions. | We have some clear plans. Most of the group understands the goals. We could stand to talk about it more. | We muddle along and people are often confused about what we are trying to do together. |  |
| We have regular meetings which everyone knows about, which have agendas, and most people attend or catch up via the minutes. | Most of our meetings are well planned and attended. We are getting better about agendas and minutes. | Our meetings are ad hoc, rarely planned and even more rarely documented and shared more widely with the coalition. |  |
| Our agendas fit the amount of time planned for our meetings. | We tend to squeeze things in, but our meetings usually don't run too long. Some things slip. | It never feels like we get through anything at our meetings. |  |
| People take on assignments with clarity on who is involved and with agreed upon due dates. We track our tasks regularly. | We have pretty clear ownership of tasks. We could do more tracking and following up. | We talk but we aren't so good at getting down to action. |  |
| We have figured out both explicit roles (sharing leadership, facilitation, etc.) and are attentive to our implicit roles and behaviors. We even have some gentle feedback for those who have a tendency to dominate. | We have mastered the explicit roles and are now trying to pay attention to the implicit roles and personal styles in the group. The self reflection is challenging but we think it is worth it. | We point fingers at others and shirk leadership. Some dominate and others hibernate. |  |
| **Wow, Things are Fabulous!** | **We are doing OK!** | **We need some focused attention!** | **Comments/ Action Plan** |
| We have a clear, well-understood decision making practice which we use successfully. | We are good at the very big decisions and the tiny day to day decisions. Some stuff gets lost in the middle. | We don't make decisions as a group. |  |
| We have built trust and can talk about failures, disagreements and things like competition for resources. It is tough, but we are committed to building our relationships for the long term. | We are spending more time getting to know each other so we can have more trusting and open relationships. We are watching ourselves for when we fall into reactive of defensive modes. | We are passive aggressive and there isn't a lot of trust in the group. |  |
| We know, appreciate and tap each others strengths to be strong as a whole. | The core group knows, appreciates and taps each others strengths. It is time to spread these practices more widely in the coalition. | I really don't know much about most of the other coalition members. I don't know their strengths. |  |
| We regularly stop to reflect on what we are doing and identify what is or isn't working and adapt going forward. | We do a lot of informal reflection about how things are going and could really stand to step this up a bit. | We don't reflect. Maybe we are better at deflecting! |  |
| We systematically collect data about our work. | We collect some data about our work. | We don't do any evaluation. |  |
| We can back up our assertions with credible information and avoid heresay. | We can back up our main assertions with credible information but sometimes we fall into old "this is how it has always been" assumptions. | We don't test our assumptions or assertions. |  |
| We regularly celebrate our success and progress on our milestones. | We celebrate our successes once in a while. | We never celebrate anything. |  |

Resources:

* Change in Informal Groups <http://www.accel-team.com/work_groups/informal_grps_06.html>
* Understanding Group Development Models <http://en.wikipedia.org/wiki/Group_development> (for those who like a little theory to inform their practice)
* Giving and Receiving Feedback; <http://reviewing.co.uk/feedback.htm>
* Get to Know You Sociometric Exercise <http://wilderdom.com/games/descriptions/GetToKnowYouSociometricQuestions.html> to help build relationships
* Fear in a Hat <http://wilderdom.com/games/descriptions/FearInAHat.html> to help surface and make issues discussable