

Recognition, Respect, & Responsibility: Transforming the Ethos of the Direct Service Community Workforce

Phase 1: Form and Focus

Date _____ Name _____

Organizational Affiliation _____

The questions that follow are intended to document the milestones associated with collaborative success. Please be as candid as possible and provide an answer to *each* of the questions that follow. Using the following scale, put the number that corresponds to your response in the space provided to the right of each item.

1	2	3	4	5	
Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree	
Form and Focus					<u>Rating</u>
It is/was a good time to address the collaborative issue					_____
Key stakeholders (i.e. appropriate individuals & organizations) were identified and brought together					_____
An effective group facilitator emerged					_____
The group set ground rules for working together					_____
Members began building open communication and trusting relationships					_____
Members developed a shared definition of the issue					_____
Members developed a shared vision for the future					_____
Conflicts surfaced, were addressed and resolved					_____
A recognized and effective structure exists for collaborative work					_____
The collaborative has affected positive relationships among organizations					_____
Members have assumed and perform productive roles					_____
The collaborative has adequate physical, financial and other resources					_____
The collaborative has set a direction that is understood by all					_____

Adapted from Taylor-Powell, E., Rossing, B., Geran, J. (1998). Evaluating collaboratives: Reaching the potential. Madison, WI: University of Wisconsin-System Board of Regents and University of Wisconsin-Extension, Cooperative Extension.

Please provide any comments you may have related to your responses:

Recognition, Respect, & Responsibility:
Transforming the Ethos of the Direct Service Community Workforce
Phase 2: Organize and Act

Date _____

Name _____

Organizational Affiliation _____

The questions that follow are intended to document the milestones associated with collaborative success. Please be as candid as possible and provide an answer to *each* of the questions that follow. Using the following scale, put the number that corresponds to your response in the space provided to the right of each item.

Organize and Act

Rating

Members are committed and energetic	_____
Members demonstrate the collaborative spirit in dialogue, decisions and action	_____
Options were explored and decisions were made	_____
Projects are implemented effectively	_____
The group jointly reflects on and learns from experience	_____
Members are effective liaisons between their home organization and the group	_____
The workload is distributed evenly and fairly between group members	_____
The group celebrates successes and recognizes members as it moves forward	_____
The group has evaluation methods for monitoring performance and providing feedback	_____
The group adapts its goals and approaches based on what is learned from evaluation	_____
The interests of my organization are being met	_____
This collaborative project is a good use of my time	_____
Time spent as a group is valuable and productive	_____
The group is meeting defined objectives	_____
The collaborative is operating efficiently	_____

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Please provide any comments you may have related to your responses:

Recognition, Respect, & Responsibility: Transforming the Ethos of the Direct Service Community Workforce Phase 3: Achieve and Transform

Date _____ Name _____

Organizational Affiliation _____

The questions that follow are intended to document the milestones associated with collaborative success. Please be as candid as possible and provide an answer to *each* of the questions that follow. Using the following scale, put the number that corresponds to your response in the space provided to the right of each item.

1	2	3	4	5	
Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree	
Achieve and Transform					<u>Rating</u>
The collaborative and its project have fostered positive change in the community					_____
The group promoted the value of collaborative approaches to the community					_____
The collaborative sought to build new leadership in the community					_____
The collaborative promoted larger system change					_____
The collaborative has reached an ending/transforming stage and conducted an ending ritual					_____
The group followed previously set ground rules					_____
Members built open communication and trusting relationships					_____
My part in the collaborative was a valuable and productive way to spend time					_____
All members were able to carry out their respective roles within the collaborative					_____
As a consequence of participating in this group project, I am more prepared now to facilitate similar experiences elsewhere					_____
Contributions made were recognized, supported, and discussed by the whole group					_____
The group became more focused on problem-solving and less concerned with defining individual roles and their relation to each other					_____
Solutions to help the group successfully complete the project were more likely to emerge during the later stage of collaboration					_____
Interpersonal problems and any difficulties related to a lack of cooperation among individual members became less important as the group focused on achieving our goals					_____

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Of the five statements below, please put an "X" beside the single statement which most accurately describes your involvement in the collaborative:

- _____ I was always on task, took a leadership position, and did more than my fair share
- _____ I did my fair share of the work and was on task most of the time
- _____ I was occasionally off task and did not do my fair share of the work
- _____ I caused conflict within the group, did not do my fair share, and had a negative impact
- _____ I was a non-participant and did very little

Please provide any comments you may have related to your responses: