

Tool 1.2 Organizational Self-Assessment

To what extent do you agree with each of the following statements? Please check one of the boxes following each statement. If you believe that you do not know enough about the organization to respond to the statement, check the "Don't Know" column.

	<i>Strongly Agree</i>	<i>Agree</i>	<i>Neutral</i>	<i>Disagree</i>	<i>Strongly Disagree</i>	<i>Don't Know</i>
This organization has a clear vision for the future.						
Employees and volunteers are committed to the mission of this organization.						
This organization is committed to continuous improvement.						
Leaders are continually being developed for future roles in this organization.						
This organization is always looking for ways to use resources more effectively and efficiently.						
Employees and volunteers would change this organization if it would help them to better meet the mission.						
The board pays attention to enhancing overall performance of the organization.						
This organization uses its own experience to learn how to perform more effectively.						
Evaluation is part of every program and operation of this organization.						

	<i>Strongly Agree</i>	<i>Agree</i>	<i>Neutral</i>	<i>Disagree</i>	<i>Strongly Disagree</i>	<i>Don't Know</i>
Evaluation results are used in organizational planning.						
Employees and volunteers receive appropriate orientation and training.						
Employees and volunteers are clear about the link between what they are doing and the strategic goals of the organization.						
Learning and improving permeates everything that this organization does.						
Individual employees and volunteers are engaged in action learning.						
Work teams are engaged in action learning.						
Effective leadership is recognized and rewarded.						
The organization works with the community for mutual learning.						
This organization is committed to building its capacity to be effective over the long term.						
The organization's products and services match what customers want.						
The resources (people, money, facilities, equipment, etc.) are aligned with intended outcomes of the organization.						