

Tool 3.1 Organizational Learning Readiness Worksheet

To what extent is each of these principles characteristic of your organization? Check the number that best represents what you observe in your organization.

1 = Not at all; never see it

2 = Partly characteristic; occasionally see evidence

3 = Strongly characteristic; evidence all around us

<i>Principle</i>	<i>1</i>	<i>2</i>	<i>3</i>
1. We integrate and align our organization's mission, people, processes, resources, structures, and culture.			
2. Each of our organization's activities is an element of a process that is continuously improved through knowledge enhancement.			
3. We don't rely on quick fixes to our performance deficits.			
4. Learning is continuous over the long term in order to achieve meaningful results.			
5. Learning is leveraged so that relatively small interventions result in long-term major changes for the organization.			
6. Each of our employees and volunteers is responsible for the system in which he or she works.			
7. The collective learning of all employees and volunteers is an essential aspect of capacity building.			