**Internal Collaborative Functioning Scales**

**Instructions:** Indicate how you feel the collaboration is functioning by circling the number on each that you feel is most descriptive of your collaboration.

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| **Shared Vision** |
| We do not have a shared vision  | We have a shared and clearly understood vision  |
| 1 | 2 | 3 | 4 | 5 |
| **Goals and Objectives** |
| Members do not understand goals and objectives | Members understand and agree on goals and objectives |
| 1 | 2 | 3 | 4 | 5 |
| **Responsibilities and Roles** |
| Roles and responsibilities of members are not clear | Members are clear about their roles |
| 1 | 2 | 3 | 4 | 5 |
| **Decision making procedures** |
| We do not have effective decision making procedures We have effective decision making procedures |
| 1 | 2 | 3 | 4 | 5 |
| **Changing membership** |
| We do not have procedures for changing members We have procedures for changing members |
| 1 | 2 | 3 | 4 | 5 |
| **Conflict Management** |
| Conflict keeps us from doing anything We are able to successfully manage conflict |
| 1 | 2 | 3 | 4 | 5 |
| **Leadership** |
| Leadership is not shared and inadequate Leadership is effective and shared when appropriate |
| 1 | 2 | 3 | 4 | 5 |
|  |  | **Working Protocols** |  |  |
| We do not follow working protocols Working protocols are well developed and followed |
| 1 | 2 | 3 | 4 | 5 |
| **Relationships**/**Trust** |
| People don’t trust each other Members trust each other |
| 1 | 2 | 3 | 4 | 5 |
| **InternalCommunication**Members do not communicate well Members communicate well with each other |
| 1 | 2 | 3 | 4 | 5 |
| **External Communications** |
| We do not communicate well externally Our external communications is open and timely |
| 1 | 2 | 3 | 4 | 5 |
| **Evaluation**We never evaluate our performance We have built evaluation into all our activities |
| 1 | 2 | 3 | 4 | 5 |
| **Time Invested** |
| It’s taking up too much time/isn’t given enough time Time is considered proportionate to the positive outcomes |
| 1 | 2 | 3 | 4 | 5 |
| **Services** |
| Saw no improvement in services provided by collaboration This has helped us to develop more services/reach more people |
| 1 | 2 | 3 | 4 | 5 |
| **Outcomes** |
| Not achieving clear outcomes We are achieving clear outcomes |
| 1 | 2 | 3 | 4 | 5 |
| **Sustainability** |
| We are not more sustainable We are more sustainable because of this collaboration |
| 1 | 2 | 3 | 4 | 5 |
| **Legal Agreements (if applicable)** |
| We do not work or use agreement We work within and use agreement well |
| 1 | 2 | 3 | 4 | 5 |
| **Culture** |
| There is little collaborative culture The collaboration has developed a strong collaborative culture |
| 1 | 2 | 3 | 4 | 5 |