**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.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **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 |