

Organizational Readiness Assessment (ORA)

This tool can serve as a helpful guide for assessing your organizational readiness for partnering, defining your organization's goals, and identifying prospective partners.

Recommended data collection, analyses and interpretation: There are 10 items making up the ORA that should be addressed as part of a discussion of key members of your organization who have responsibility for establishing and maintaining relationships with your program's partners. The items are designed to be an organizational self-assessment of perceived willingness and capacity to engage in a partnering relationship. For each item members are to consider, discuss and come to an agreement as to the current readiness of your organization to partner with a specific person, group or other organization. The items are grouped as follows: A- Organizational Importance, B- Organizational Negotiation and C- Organizational Responsibility. Each item is to be scored as YES (checked or '1') or NO (unchecked or '0') with a score range of A 0-2, B 0-4 and C 0-4. A simple majority score overall and within each group indicates your group level of readiness.

Assess your own readiness for partnering:

- ☐ We are willing to model the principles and values behind partnering. (C)
- ☐ We are open to learning new skills and behaviors such as decision-making and teamwork. (B)
- ☐ We will listen to others and work toward partnering communications. (B)
- ☐ We are open to people who have ideas that we might not agree with. (B)
- ☐ We are willing to check our own agenda and to do what is best for the partnership. (B)
- ☐ We are ready to identify common goals and objectives. (C)
- ☐ We have a strong group of people to bring to this partnership. (A)
- ☐ We understand what we can bring to this partnership. (A)
- ☐ We agree to be a partner and to learn our roles and responsibilities. (C)
- ☐ We agree to come with a sense of humor. (C)

Adapted from Community Initiatives, Inc., Facilitating Community Change (2000) - Recommended data collection, analyses and interpretation by JSI staff and consultants.