

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.

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.

Recommended data collection, analyses and interpretation: 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.