Tenacious Change
tenaciouschange.us

Instructions

This self assessment tool is designed to be used periodically (every six months) by a leadership structure (e.g., collaborative, coalition, working group, collective impact backbone, and other community change groups). This two page assessment should first be completed by individual members, then discussed as a group. If a group leader wishes to collect, aggregate, and average the scores, it will give members a better sense of how the group views its progress. If responses are collected and used in this way, members should be informed in advance and given the opportunity to respond anonymously. Group discussion of the open-ended questions is designed to generate ideas for improvement. If you desire or need an outside and objective facilitator for the discussion, please contact Tom Klaus, PhD at twklaus@tenaciouschange.us or call 240-319-8525.

	Absolutely Not!	No, I think not	I'm not sure	Yes, I think so	Absolutely Yes!
A. Our community is ready to face and address our issue.	1	2	3	4	5

Briefly explain your response in the appropriate box below:

If no/not, what indicates to you that the community is not ready? What do you recommend be done about it?	*If not sure, what is making you uncertain? How could you become more certain, either yes or no?*	*If yes, what signs tell you the community is ready? What are the next steps to be taken?*

	Absolutely Not!	No, I think not	I'm not sure	Yes, I think so	Absolutely Yes!
B. Our leadership structure (e.g., coalition, collaboration, backbone, etc.) is representative of the community.	1	2	3	4	5

Briefly explain your response in the appropriate box below:

If no/not, how does it need to change for the better? Who else needs a seat at the table?	*If not sure, what is making you uncertain? How could you become more certain, either yes or no?*	*If yes, what tells you it represents your community? In what ways can it be more representative?*

	Absolutely Not!	No, I think not	I'm not sure	Yes, I think so	Absolutely Yes!
C. Our leadership structure (e.g., coalition, collaboration, backbone, etc.) is working well together.	1	2	3	4	5

Briefly explain your response in the appropriate box below:

If no/not, in what ways can the leadership structure do better? What recommendations for improvement do you have?	*If not sure, what is making you uncertain? How could you become more certain, either yes or no?*	*If yes, what is working particularly well? How could it be made even better?*

	Absolutely Not!	No, I think not	I'm not sure	Yes, I think so	Absolutely Yes!
D. We are being effective in our efforts to raise awareness of our issue and educate the community about it.	1	2	3	4	5

Briefly explain your response in the appropriate box below:

If no/not, how can your group be more effective in awareness raising and education? What suggestions or recommendations do you have?	*If not sure, what is making you uncertain? How could you become more certain, either yes or no?*	*If yes, what awareness raising and education efforts are working particularly well? What would you like to see more of?*

TCAM Lite
Tenacious Change Assessment & Monitoring Tool

	Absolutely Not!	No, I think not	I'm not sure	Yes, I think so	Absolutely Yes!
E. Our leadership structure (e.g., coalition, collaboration, backbone, etc.) is seen as the leader/authority on this issue in our community.	1	2	3	4	5

Briefly explain your response in the appropriate box below:

If no/not, what indicates that your group is not yet emerging as the community leader on this issue? What more needs to be done to change this?	*If not sure, what is making you uncertain? How could you become more certain, either yes or no?*	*If yes, what tells you that your group has emerged as the community leader on this issue? What more can be done to solidify this position?*

	Absolutely Not!	No, I think not	I'm not sure	Yes, I think so	Absolutely Yes!
F. Our numbers are growing, even among those who ignored or opposed us at first.	1	2	3	4	5

Briefly explain your response in the appropriate box below:

If no/not, what do you believe keeps them away? What can be done to bring them in?	*If not sure, what is making you uncertain? How could you become more certain, either yes or no?*	*If yes, what do believe has changed to cause them to join you? Who else still needs to be convinced?*

	Absolutely Not!	No, I think not	I'm not sure	Yes, I think so	Absolutely Yes!
G. Our issue has been embraced and permanent change is underway.	1	2	3	4	5

Briefly explain your response in the appropriate box below:

If no/not, what indicates there has been little change to date? What do you believe needs to happen now?	*If not sure, what is making you uncertain? How could you become more certain, either yes or no?*	*If yes, what are the signs of change you see? In what ways does the community still need to change?*

	Absolutely Not!	No, I think not	I'm not sure	Yes, I think so	Absolutely Yes!
H. I feel satisfied with my participation in this community change effort.	1	2	3	4	5

Briefly explain your response in the appropriate box below:

If no/not, how could you become more satisfied with your participation?	*If not sure, what is making you uncertain? How could you become more certain, either yes or no?*	*If yes, what are you particularly pleased with or proud of? What more would you like to do?*

Additional Comments, Ideas, Suggestions, Recommendations and or Extra Space to Continue Responses Started Above: