



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	1	2	3	4	5	We have a shared and clearly understood vision
Goals and Objectives						
Members do not understand goals and objectives	1	2	3	4	5	Members understand and agree on goals and objectives
Responsibilities and Roles						
Roles and responsibilities of members are not clear	1	2	3	4	5	Members are clear about their roles
Decision making procedures						
We do not have effective decision making procedures	1	2	3	4	5	We have effective decision making procedures
Changing membership						
We do not have procedures for changing members	1	2	3	4	5	We have procedures for changing members
Conflict Management						
Conflict keeps us from doing anything	1	2	3	4	5	We are able to successfully manage conflict
Leadership						
Leadership is not shared and inadequate	1	2	3	4	5	Leadership is effective and shared when appropriate
Working Protocols						
We do not follow working protocols	1	2	3	4	5	Working protocols are well developed and followed

Relationships/Trust				
People don't trust each other				Members trust each other
1	2	3	4	5
Internal Communication				
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