

Annual Meeting Assessment 2

1. Goals of the meeting

| 1 | 2 | 3 | 4 | 5 |
|--|---|---|---|--|
| Confused, conflicted, indifferent, little interest | | | | Clear to all; shared by all; all have adequate internal commitment |

2. Participation

| 1 | 2 | 3 | 4 | 5 |
|-----------------------------|---|---|---|------------------------------|
| Some dominate, some passive | | | | Responsibility shared by all |

3. Participation – Climate

| 1 | 2 | 3 | 4 | 5 |
|---|---|---|---|---|
| Several talk at once; interrupt; people not listening | | | | Listening for understanding; curious. All are heard from. |

4. Feelings expressed

| 1 | 2 | 3 | 4 | 5 |
|---------------|---|---|---|---------------------------------|
| Not expressed | | | | Freely expressed, in the moment |

5. Feelings dealt with

| 1 | 2 | 3 | 4 | 5 |
|---|---|---|---|--|
| Dismissed, ignored, avoided, criticized | | | | Acknowledged, respected. Individuals responsible for own feelings. Feelings do not control outcome or climate. |

6. Problem-Solving

| 1 | 2 | 3 | 4 | 5 |
|--|---|---|---|--|
| Jump to solutions; treat symptoms; inadequate assessment/evaluation; little or no valid data | | | | Solutions arise from valid and useful information; remedies address basic causes |

7. Leadership

| 1 | 2 | 3 | 4 | 5 |
|---|---|---|---|---|
| Group depends on single person or a few persons | | | | As needs for leadership arise, various members meet them; ideas, suggestions, direction may come from anyone. |

8. Leadership – Chair

| 1 | 2 | 3 | 4 | 5 |
|------------------------------------|---|---|---|--|
| Chair is over or under-controlling | | | | Chair keeps things moving; provides structure for decisions, participation, pays attention to and managed group energy |

9. Decisions

| 1 | 2 | 3 | 4 | 5 |
|---|---|---|---|--|
| Made with low group investment/commitment—keep revisiting decisions, fail to implement. | | | | High commitment/investment. Group is able to move forward. |

10. Decisions—Process

| 1 | 2 | 3 | 4 | 5 |
|---|---|---|---|---|
| Unclear who has decision rights and when those rights are exercised | | | | Ownership of decision rights and when exercised clear and widely understood |

11. Trust Levels

| 1 | 2 | 3 | 4 | 5 |
|---|---|---|---|---|
| Members are polite, careful, closed, guarded. Listen superficially but inwardly reject what others say. Are afraid to criticize openly or be criticized. Don't share thoughts or feelings in the present. | | | | Members share feelings/thoughts about what is happening in the present; reasonably comfortable with disagreement—don't fear reprisal or have excessive anxiety about others' feelings |