



10 Questions Every Development Director Should Ask

Fundraising Leadership Self-Assessment

1. Is fundraising responsibility shared — or silently delegated to me?
2. Are revenue goals realistic based on staffing and systems?
3. Do I have clarity about decision-making authority?
4. Are donor relationships documented beyond my memory?
5. Am I being asked to compensate for structural gaps?
6. Is leadership visible in key donor conversations?
7. Are we tracking donor concentration risk?
8. Is my workload sustainable long-term?
9. Am I empowered to speak honestly about capacity?
10. Would this role be stable if I stepped away?