

Organizational Self-Assessment - Where are we on the Integration Continuum



Cooperation – partnership is ad hoc and passive

My organization has solid, in-depth knowledge of the programs and services of at least one other organization doing similar work in my community/region.



Staff from my organization connect with staff from at least one other organization who are delivering similar programs.



Staff from my organization connect with staff from at least one other organization to discuss and make referrals for shared clients.



My organization has expressed formal written support for a project or program of at least one other organization in the community.



My organization's leadership or staff participate on at least one community or cross-sector committee.



My organization's leadership has a positive relationship with the leadership of at least one other organization.



It is easy for other organizations to find and know information about my organization.



Coordination – partnership is short term and project specific

My organization works together with at least one other organization to submit joint funding proposals, collaboratively manage funded projects or share funding when needed.



My organization has held joint fundraising events with at least one other organization.



My organization shares supplies or other material resources such as space or bulk purchasing with at least one other organization on a project or one-time basis.



My organization invites staff of at least one other organization to participate in specific training or learning opportunities.



My organization avoids duplication of programs that could be better implemented by another organization.





Combination – partnership is long-term and on-going

My organization shares one or more leadership roles with at least one other organization.



Staff members from my organization participate in regular training sessions with at least one other organization.



Clients or stakeholders understand that the organizations are separate entities but receive seamless service.



There are formal written agreements in place that determine how your organization operates together with at least one other organization.



My organization engages in strategic planning or other formal planning activities with at least one other organization.



My organization shares back office such as an HR management system, finance function, IT support with at least one other organization.



Integration – organizations are fully integrated

My organization works with at least one other organization to develop a single governing body and leadership team.



My organization works with at least one other organization to create a single brand identity.



The community perceives that my organization's programs and staff operate as a single entity.



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5 Star Rating Scale



- 1 Star - No, Not at all interested**
- 2 Star - No, but kind of interested**
- 3 Star - Not really but would like to**
- 4 Star - Yes and almost there**
- 5 Star - Yes, we do it all the time**