Worksheets for self-assessment of organisations

This section is a tool for organisational analysis and development from a systemic change perspective:

On preparedness to work systemically

How do you define success in our organisation? To what extent do you believe that the way your organisation measures success is consistent with the change required to fundamentally tackle the issues you care about?

To what extent is your organisation structured around teams focusing on single issues or on root causes (across issues) and solutions?
How decentralised is your organisation and decision-making processes? To what extent do you believe hierarchy is a problem?


What is the relationship between departments such as communications, fundraising and programmes? To what extent do you believe it is a healthy balance or are communications and fundraising too powerful?


To what extent is your organisation committed to true collaboration and knowledge-sharing with other organisations?


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Living the values of a sustainable and just society

To what extent is your organisation’s people management with its policies and practice as well as the way you treat each other in your network consistent with the values your organisation strives for (equality, fairness, less competition etc.)

To what extent does your organisation promote gender and ethnical equity and avoid reproducing any structures of oppression existing in the wider system while creating and nurturing a culture where we can all flourish?

To what extent is your organisation promoting work-life balance through adequate policies, work load and internal culture?
To what extent are your organisational policies in line with best practices in sustainability?

Organisational capacity

To what extent do you believe that enough people in your organisation have the leadership skills required to work on systemic change?

To what extent does your organisation have a good mix of the skills and competencies required to work on systemic change?