

## INDIVIDUAL READINESS SELF ASSESSMENT CHECKLIST

### PURPOSE:

This tool will help practitioners reflect on how ready or well positioned they are to work in an adaptive, systemic way. The tool will help practitioners identify areas of strength, as well as areas where they may benefit from drawing on the resources in this training program and toolkit.

### CONTEXT:

Practitioners will have had different opportunities to work in transformational (as opposed to transactional) ways and may have acquired different levels of knowledge and skills to work in an adaptive, systemic way.

Given this, it makes sense to think about how well your professional practice and experience positions you to work in an adaptive, systemic approach.

The ability to work in a more transformational way is influenced by a range of factors including your:

- **Authorising Mindset & Environment** – your mindset and commitment to work transformationally and your perceived authority (or authorisation) to work in that way
- **Operational Capability** – your skills, access to resources and adaptability to work transformationally
- **Resilient Capacity** – your level of trust in organisational commitment and your own level of resilience and ability to persevere.

Practice suggests that in order to start working transformationally practitioners need to have (and trust that they have) a minimum level of authorisation, organisational commitment and operational capacity. As progress is made, practitioners need to be testing that the required level of authorization is in place. The checklist below allows you to self-assess your readiness to take up a more transformational approach and apply an adaptive systemic approach.

## **INSTRUCTIONS:**

You can use the self-assessment checklist on a one off basis to assess your starting position in taking up adaptive, place based work or you can use it on a periodic basis to identify how your skills, knowledge and experience are developing over time.

1. Work through the body of the checklist and identify the option that best describes how you sit against each of the identified attributes.
2. Review your assessment and look for patterns in your responses to get a sense of whether there are areas of particular strength that you can build on (and possibly use to support others) or ones where you might benefit from drawing more heavily on the resources in this training program and toolkit.
3. If you are comfortable with doing so, you could test your self-assessment by asking a peer who knows your work and who you respect and trust, to identify any areas that they think strongly reflect your practice and ones you might find challenging.

**PART 1: AUTHORISING MINDSET & ENVIRONMENT** – this section explores the personal commitment and mindset that you bring to working in a more transformational way and to see the potential of communities to work in collaboration to achieve change.

Attributes	1	2	3	4	5
	Doesn't sound like me at all	...	Neutral	...	Sounds a lot like me
<b>Individual mindset and commitment to this way of working</b>					
I have a possibility mindset. I believe that things can change for the better in the place(s) and community(s) I work with					
I believe that the community(s) I work in have the knowledge and skills to co-design a stronger, better future for their children and future generations					
I take up every opportunity I can to engage with, learn from and share decisionmaking power with the community(s) I work with					
I believe that my organisation/community needs to change the way it works to achieve substantive social change					
(For Government Stakeholders) I believe that government needs to take on the role of an enabler of change rather than being a commissioner of activity					

Attribute	1	2	3	4	5
	Doesn't sound like me at all	...	Neutral	...	Sounds a lot like me
I believe that I have to work differently to play the role of an enabler / better enable change					
<b>Perceived authority to work in this way</b>					
I am authorised to work in an engaged, systemic approach, listening to and tailoring activity to the needs and priorities of the community					
I am confident I can access the resources and expertise I need to work in an adaptive, systemic approach effectively					
I am comfortable that I will not be professionally penalised for working in an adaptive, systemic approach.					

**PART 2: SKILLS, RESOURCES & ADAPTABILITY:** This section explores the learning orientation and skills that you bring to your work, and your ability to access resources and work an adaptive way.

Attributes	1	2	3	4	5
	Doesn't sound like me at all	...	Neutral	...	Sounds a lot like me
<b>Reflective learning skills</b>					
I understand how I need to change the way I work to adopt a (more) adaptive, systemic approach					

Attribute	1	2	3	4	5
	Doesn't sound like me at all	....	Neutral	....	Sounds a lot like me
I am naturally a self-reflective learner					
I am comfortable trying new approaches or ways of working					
I am comfortable managing and working with uncertainty and ambiguity					
<b>Relationship building &amp; convening skills</b>					
I am able to establish and maintain strong, respectful working relationships with a range of cross sector & community members and leaders					
I am able to convene diverse groups and help them engage with one another, even where there is tension					
<b>Cultural competency</b>					
I am aware of my own personal, organisational and cultural biases and often find myself questioning how my own assumptions or pre-conceptions might be influencing my work					
I am skilled at applying culturally aware approaches and naturally do so in my work					
I always try to look at situations from multiple perspectives					

Attribute	1	2	3	4	5
	Doesn't sound like me at all	...	Neutral	...	Sounds a lot like me

Systems perspective & approach					
I take a systems perspective to understand what is going on					
I am able to work within and through systems and processes to do what is needed to make things work at a place-based level					
I know how to get access to data to help tailor activity effectively to place					

**PART 3– RESILIENT CAPACITY:** This section explores your confidence in your Organisation’s commitment to working transformationally and applying an adaptive, systemic approach with communities, and your ability to work sustainably in that way.

Attributes	1	2	3	4	5
	Doesn't sound like me at all	...	Neutral	...	Sounds a lot like me
Perceived organisational commitment					
I believe that my organisation/community is genuinely committed to working in an adaptive, place-based way over the long term					
I am confident that the organisational commitment to working in that way will be sustained and supported on an ongoing basis					

Attributes	1	2	3	4	5
	Doesn't sound like me at all	...	Neutral	...	Sounds a lot like me
I can identify senior champions who are committed to resourcing and defending adaptive, systemic approaches					
I believe that my organisation understands and accepts the timeframe required to enable adaptive, systemic approach to get traction and will measure success taking that into account					
I trust that I will be supported by my organisation if I take steps and informed risks to implement an adaptive, systemic approach					
<b>Personal resilience</b>					
I understand that working in an adaptive, systemic approach can be hard and I have the personal resilience to stay the course and work in that way					
I am comfortable learning by doing, even if that means some things are likely to fail					