



ListeningWorks

An Action & Support project from Youth on Board
for community leaders and movement builders

Organizational Assessment

This assessment will help you examine your organization's current techniques for supporting staff to building deep relationships and support one another and strengthen their work. You can use this document to help think about what systems and tactics you have in place and what areas you may want to work on. Feel free to contact Youth on Board directly so we can help!

Scale

1= Never 2= Rarely 3= Occasionally 4 = Frequently 5 = Very Frequently

Listening & General Support

I feel close to my colleagues. 1 2 3 4 5

I feel supported by my colleagues. 1 2 3 4 5

There is intentional time set aside at work for mutual listening. 1 2 3 4 5

There is a desire to create or deepen support among my colleagues and/or affiliated communities. 1 2 3 4 5

There are structural barriers to creating or deepening support among my colleagues and/or affiliated communities. 1 2 3 4 5

There are time barriers to creating or deepening support among my colleagues and/or affiliated communities. 1 2 3 4 5

There are structural barriers around staff buy-in to creating or deepening support among my colleagues and/or affiliated communities. 1 2 3 4 5

There are structural barriers around leadership buy-in to creating or deepening support among my colleagues and/or affiliated communities. 1 2 3 4 5

For more information on how to utilize listening as a tool for support, see [here](#).

1= Never 2= Occasionally Scale
3 = Frequently 4 = Very Frequently

Appreciations

I feel appreciated for the work I do	1	2	3	4	5
I appreciate others for the work they do	1	2	3	4	5
There is intentional time set aside at work to publicly appreciate others	1	2	3	4	5
The appreciations are specific and thoughtful	1	2	3	4	5

For more information on appreciations, including easy ways to implement them, see [here](#).

Laugh & Play

The environment of my work is lighthearted	1	2	3	4	5
I laugh with others at work	1	2	3	4	5
My colleagues and I have fun together within the workplace	1	2	3	4	5
My colleagues and I have fun together outside the workplace	1	2	3	4	5
Play/Fun activities are accessible for everyone	1	2	3	4	5

For more information about Laugh & Play, see [here](#).

Community Engagement

Relationships with stakeholders and/or affiliated communities are strong	1	2	3	4	5
Listening is a key part of my/my work's relationships with stakeholders and/or affiliated communities	1	2	3	4	5
There is a desire to deepen relationships with stakeholders and/or affiliated communities	1	2	3	4	5
My work uses listening projects in the community	1	2	3	4	5
My work uses deep canvassing in the community	1	2	3	4	5
My work uses community healing/support circles in the community	1	2	3	4	5

For more information on community engagement tactics that utilize support, see [here](#).