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| Paradigm Self-Assessment Survey |

Please indicate whether you are a:

Board/Advisory committee member

Paid staff member

Volunteer (other than on board or committee)

Other: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

For each of the statements below, indicate how frequently you believe the statement is true for this organization. Record the number value for each of your responses in the space to the left of the statement.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Almost |  | | | Almost |
| Never | Occasionally | Sometimes | Often | Always |
| 1 | 2 | 3 | 4 | 5 |

|  |  |
| --- | --- |
|  | 1. Everyone involved with the organization has a clear idea of the role volunteers should play in the organization. |
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|  | 2. People throughout the organization believe that volunteers are making a positive contribution. |
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|  | 3. The jobs done by volunteers contribute directly to achieving the current priorities of the organization. |
|  |  |
|  | 4. The work that volunteers are asked to do includes many jobs other than fundraising. |
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|  | 5. Volunteers at all levels feel respected and valued by the organization. |
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|  | 6. When the work of the organization is discussed, it is in terms of the community problems we are trying to solve rather than our immediate organizational problems. |
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|  | 7. The board of directors actively encourages the involvement of volunteers in all aspects of the organization’s work. |
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|  | 8. The executive director of the organization actively encourages the involvement of volunteers in all aspects of the organization’s work. |
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|  | 9. Managers of the organization's programs agree on the importance of involving volunteers throughout the organization. |
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|  | 10. There is a person who plays a primary leadership role in promoting and organizing volunteering in the organization. |
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|  | 11. The people actually doing the primary work of the organization are responsible for supervising volunteers as part of their jobs. |
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|  | 12. Obstacles to volunteer involvement are viewed as problems to be solved rather than as excuses. |
|  |  |
|  | 13. Those people who actually deliver the services or manage the programs of the organization have the responsibility for deciding whether and how volunteers will be involved with them. |
|  |  |
|  | 14. Volunteers and paid staff work well together as a team |
|  |  |
|  | 15. Paid staff at all levels feel respected and valued by the organization. |
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|  | 16. Tensions or problems between paid staff and volunteers are acknowledged and dealt with in a positive way. |
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|  | 17. Stories of the contributions of volunteers are told by both paid staff and other volunteers. |
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|  | 18. The work of volunteers may be different from that of paid staff but it is not viewed as inferior. |
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|  | 19. The organization strives to continually improve the management of volunteers. |
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|  | 20. Volunteers regularly are asked to evaluate their involvement in the organization, including the way they are managed. |
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|  | 21. When looking at work that needs to be done, deliberate efforts are made to find roles for volunteers. |
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|  | 22. People whom the organization serves are also involved as volunteers within the organization. |
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|  | 23. The organization tries to recruit volunteers who will reflect the diversity of the community – age, race, income level, etc. |
|  |  |
|  | 24. People in the organization are interested in learning ways to involve volunteers more effectively. |