

Rating Scale — How Well Does Your Group Empower Its Members?

1. *VALUING INDIVIDUALS* Are positive feelings expressed and encouragement given to members?

Nothing positive expressed			High degree of positive feedback.

2. *CLARIFYING THE TASKS* How clear is it what needs to be done and by whom?

Very vague and confusing.			Very clear.

3. *EXPRESSION OF FEELINGS* How safe would you feel generally expressing feelings directly, either about the issue or about people in the group?

No support, very unsafe.			Strong support & safety.

4. *LISTENING & CONSULTATION* Are people consulted about things which affect them? Are they listened to?

No consultation, poor listening.			Consulted and listened to.

5. *RESPECT FOR DIVERSITY* Are different perspectives eg. age, ethnic, cultural, class respected and included?

No respect for diversity.			High degree of diversity integrated.

6. *AWARENESS OF OPPRESSION* In general is there awareness of issues of sexism, ageism, racism?

No awareness.			High degree of awareness.

7. *COMMITMENT TO CONFLICT RESOLUTION* Are conflicts acknowledged and resolved?

Conflict handled ineffectively.			Conflict handled effectively.

8. *TRAINING* Is attention given to training and skill development?

No attention.			High quality opportunities.

9. *VISIONING* Does your group create visions together?

No sharing.			Often share & encourage.

10. *FUN & HUMOR* Overall does your group have fun together?

Very serious, fun discouraged.			Lots of permission for fun & humor.