SCARLET
SPARK

Power-With Assessment

Want to build a team or organization that's resilient, nimble, and joyful? Create a 'power-with' workplace characterized by shared power and an ever-growing capacity to get things done.

Not sure where to start your power-with journey? There is no one right (or wrong) way to go, and even small changes can have a big impact. That said, it helps to hear from your team so you can pick a path together. You'll find two questionnaire options below to help you gather your team's perspectives. Change the wording from "organization" to "team" or "department," as needed.

INSTRUCTIONS

We hope to co-create a resilient organization with you where we can achieve our mission, even in the face of change and uncertainty, while thriving as individuals. One important way to build a great workplace is to share our power.

Power is the capacity to get things done. It can be formal (e.g., decision-making authority) or informal (e.g., knowledge, influence). With your help, we hope to understand our best opportunities to grow and distribute power well so we can achieve amazing things together.

OPTION 1: Quick Questionnaire

1. The kind of power I most value *already having* at our company is:
1. The kind of power I'd like to have *more* of at our company is:
2. What already makes me feel like an important part of our company is:
3. What would make me feel a greater sense of ownership here is:
4. How distributed is power at our company on a scale of 1-5, where 1 represents a small number of people holding power and 5 represents all people holding power?

OPTION 2: Complete Questionnaire

To what extent do you agree or disagree with each of the following statements?
1 = strongly disagree; 2 = disagree; 3 = neutral; 4 = agree; 5 = strongly agree:

1. I know our company mission and vision (why we exist and what we aim to achieve).
2. I understand our overall company strategy (how we plan to achieve our vision).
3. At any given time, I know our priorities (what is most important for our company).

Want leadership support for an organization that helps animals? Visit ScarletSpark.org.

Want to share power well? Read *Lead Together: Stop Squirreling Away Power and Build a Better Team* 🐿️

4. I understand the purpose of my role.

5. I understand how success is measured for my role.

6. I am able to track my own progress against my goals.

7. I have visibility into the impact of my work and why it matters.

8. People at our company value sharing power with each other.

9. People at our company rely on influence rather than authority to achieve results.

10. People with formal authority at our company are held to the same standards as everyone else (no one is "above the law").

11. It's possible to share feedback with people who have power at our company without fear of negative consequences.

12. There are few status symbols at our company (you wouldn't be able to tell who has more or less authority here unless someone told you).

13. I have access to the information I need to make high quality decisions.

14. Everyone has equal access to important information that's relevant to their work.

15. I know how to interpret the information my company shares with me.

16. I understand the criteria for how important decisions are made at our company.

17. When people make requests or decisions here, they share the relevant context.

18. I have a good understanding of other people's roles, responsibilities, and decision-making authority.

19. I'm satisfied with how much freedom I have to do my work.

20. I have the decision-making authority I need to do my work well.

21. My job offers me the flexibility I need.

22. I have the resources I need to achieve my goals.

23. I know what skills and knowledge I need to achieve my goals.

24. My company helps me develop the skills I need to do my work well.

25. I receive timely, high-quality feedback on my work.

26. I am satisfied with how much I am learning and growing at work.

27. When there are opportunities for promotion or contribution, I know about them.

28. My coworkers and I regularly document and share our knowledge.

29. At our company, we remove unnecessary barriers to roles and opportunities (e.g., we don't require skills or experiences that aren't essential to do good work).

30. At our company, we gather diverse voices and perspectives before making a decision.

Want leadership support for an organization that helps animals? Visit ScarletSpark.org.

Want to share power well? Read *Lead Together: Stop Squirreling Away Power and Build a Better Team* 🐿️

2

31. We make space to hear from everyone equally in meetings and group interactions.
32. I have easy access to people at my company who hold formal power.
33. My company makes it easy for me to play a role in shaping our internal systems, policies, processes, and culture.
34. My company makes it easy for me to play a role in influencing the direction of our company (such as our objectives or the tactics we select).
35. When I have an idea or feedback for our company, I know how to share it.
36. When I share my opinions at work, they really seem to count.
37. Making contributions at my company is a rewarding experience.
38. I feel comfortable using my power (e.g., freedom, decision-making authority) at work.
39. When there are high-stakes decisions to make at my company (e.g., hiring, termination), we involve multiple decision makers.
40. We rotate who has formal power (e.g., who makes decisions, who leads meetings).
41. We distribute power across many people rather than keeping it concentrated with a small group of individuals.
42. I feel a sense of ownership within our company.

Short-answer questions:

43. The kind of power I most value *already having* at our company is:
44. The kind of power I'd like to have *more* of at our company is:
45. Is there anything else you'd like to share?

Once you complete the survey, present a summary of the % agree scores (4s and 5s) with your team. Invite reflection and discussion. Next, vote on one area to address first or invite proposals from the group with everyone holding veto power if they believe the proposal is not safe to try.

Recruit an individual or a task force to increase the % agree score in the selected area and measure it again in 1-3 months. Once you see progress, select another focus area.

Want leadership support for an organization that helps animals? Visit ScarletSpark.org.

Want to share power well? Read *Lead Together: Stop Squirreling Away Power and Build a Better Team* 🐿️

3