**Organizational Readiness Self-Assessment**

The following factors have been associated with successful change processes for organizations. Please reflect on your organization and rate the degree to which you agree with the following statements.

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| **Readiness Factors** | **Strongly Disagree** | **Disagree** | **Neither Disagree or Agree** | **Agree** | **Strongly Agree** | **Don’t know or**  **Not applicable** |
| **Commitment** | | | | | | |
| 1. People in the organization recognize the need to integrate peer support services into the organization. |  |  |  |  |  |  |
| 1. The organizational leaders have a sense of urgency about implementing peer support |  |  |  |  |  |  |
| 1. People in the organization believe that the organization can implement peer support services successfully. |  |  |  |  |  |  |
| 1. People in the organization recognize the benefits of peer support for the people the organization serves |  |  |  |  |  |  |
| 1. People in the organization recognize the benefits of peer support for the organization |  |  |  |  |  |  |
| 1. People in the organization believe that people with lived experience of recovery have a lot to offer the organization and the people it serves |  |  |  |  |  |  |
| 1. People in the organization believe that there is a need to add peers to the work force |  |  |  |  |  |  |
| 1. People in the organization express a strong commitment to including peers in the work force |  |  |  |  |  |  |
| 1. Leaders in the organization dedicate time and resources to accomplishing the goal of integrating peers into the workforce. |  |  |  |  |  |  |

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| **Readiness Factors** | **Strongly Disagree** | **Disagree** | **Neither Disagree or Agree** | **Agree** | **Strongly Agree** | **Don’t know or**  **Not applicable** |
| **Capacity** | | | | | | |
| 1. The organization has leaders and/or champions with the time and competence to lead the change |  |  |  |  |  |  |
| 1. The organization has the knowledge and skills needed to recruit, hire and supervise peer workers. |  |  |  |  |  |  |
| 1. The organization has policies and procedures that facilitate the hiring and promotion of people in recovery |  |  |  |  |  |  |
| 1. The organization has the basic resources needed to function well. |  |  |  |  |  |  |
| 1. The organization has the capacity to provide or provide access to high-quality training on a range of topics |  |  |  |  |  |  |
| 1. The organization has a broad and varied network of organizations and people with which it works |  |  |  |  |  |  |
| 1. Staff have influence in the overall direction of the organization |  |  |  |  |  |  |
| 1. Funding for the program is secure for the foreseeable future |  |  |  |  |  |  |
| 1. The people served by the organization are usually very involved with the services they receive |  |  |  |  |  |  |
| 1. The organization has people knowledgeable about peer support services in all levels of the organization |  |  |  |  |  |  |

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| **Readiness Factors** | **Strongly Disagree** | **Disagree** | **Neither Disagree or Agree** | **Agree** | **Strongly Agree** | **Don’t know or**  **Not applicable** |
| **Culture** | | | | | | |
| 1. Our organization has recovery-oriented mission |  |  |  |  |  |  |
| 1. Our organization values the growth potential in all its employees |  |  |  |  |  |  |
| 1. Our organization values the growth potential in the people it serves |  |  |  |  |  |  |
| 1. Our organization evaluates its effectiveness and strives to improve its services |  |  |  |  |  |  |
| 1. There is a high level of trust between the staff in our organization |  |  |  |  |  |  |
| 1. The organization seeks feedback from the people it serves and family members |  |  |  |  |  |  |
| 1. People living with mental illness or addiction are treated with respect |  |  |  |  |  |  |
| 1. There is a feeling of teamwork in this organization among managers and employees. |  |  |  |  |  |  |
| 1. Different sub-cultures within the organization work well together. |  |  |  |  |  |  |
| 1. Hard work is rewarded through promotion and pay raises |  |  |  |  |  |  |
| 1. The organization has a positive track record in making changes |  |  |  |  |  |  |
| 1. People who work here are often willing to “go the extra mile.” |  |  |  |  |  |  |