



ASSESSMENT #1

For Leaders to Assess How Vulnerable Their Organization May Be to An Underground Fire

Check the boxes of any statement that applies to your organization. The more you check the greater your risk.

- Do one or more staff and/or volunteers have a family member(s) serving on the board?
- Do you, as the leader, have a strained relationship with your board chair?
- Is your organization preparing for significant growth?
- Do you feel overwhelmed with so much to do and not enough time to do it?
- Are there staff and/or volunteers that appear to be struggling with respecting each other?
- Is your staff functioning without relevant job descriptions?
- Are you compensating your staff fairly?
- Do you feel that your board is micromanaging you?
- Is your board chair keeping board members informed?
- Was your last performance review a real bummer for you?
- Is your board controlled by one or two members?
- Is your organization struggling financially?
- Do you have an upcoming major fundraiser?
- Are you, as the leader, out of the office a lot without trusted staff leading while you are gone?
- Are you failing to meet with your staff regularly or have consistent prayer time with your team?



- Does your staff complain about the board?
- Do you feel that your board does not understand what you really do every day?
- You do not have a well written conflict resolution policy.
- Your organization's conflict resolution policy is not reviewed annually with board, staff and volunteers.
- Board members seem to come and go.
- You are not confident that the board has your back.
- The organization's whistle-blower policy is not reviewed annually.
- Have you hired wrong staff members in the last year?
- You don't have the right people in the right places doing the right things.
- You do not meet with your direct reports one on one.
- Staff and volunteers are unclear about the real mission of the organization.
- Your organization has a history of turnover in staff.
- Your organization is 'kicking it' in changing lives in your community.

How many "yes" boxes did you check? _____

The more boxes you check greater the chances that your organization may be at risk of an underground fire. Please feel free to contact us at 509-886-4894 with any questions you may have.