

# Healing Centered Organizational Assessment

## What it is

A tool for assessing the degree of an organization's readiness for implementation of Healing Centered Engagement. Healing Centered Engagement is an strengths-based approach which advances a collective view of healing, and re-centers assets as a central feature in well-being.

## What it can do

This tool can assist you to:

- o Identify gaps and opportunities in strengthening an organization's commitment to healing centered strategies and well-being.
- o Deepen the understanding and skills of staff, leadership and membership around healing centered approaches and well-being.

## When to use it

- o When engaging an organization and its members in strengthening their understanding and work in healing centered engagement
- o To create beginning benchmarks and track progress in deepening a healing centered agenda
- o Only when top leadership in the organization is committed to following up on the results of the assessment

## How it works

### Step 1

Each person on the team fills out the assessment individually, or  
Break into groups to collectively answer the questions.

Each question is ranked either:

- **Red light:** organization has not gone there
- **Yellow light:** person or organization has started conversations about this or taken some first steps
- **Green light:** person or organization is fully on board and has completed this action

### Step 2

Debrief as a team.

- In which areas is the organization strong?
- In which areas does the organization need to do more work? Are there areas that the organization needs to begin with? What steps come first?
- Use the results to help identify organizational priorities for change.

**Directions: For each question, choose one of the following:**

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- **Red Light:** The organization has not gone there
- **Yellow Light:** The organization has started conversations about this or taken some first steps
- **Green Light:** The organization is fully on board

	RED LIGHT	YELLOW LIGHT	GREEN LIGHT
<b>PERSONAL</b>			
1. I take time to think about what’s important in life- who I am, what I value, where I fit in, and where I’m going.			
2. I take time to enjoy nature and the beauty around me.			
3. My job provides opportunities for personal reflection and self-care			
4. I my work environment encourages flexibility, allowing me to adapt and adjust to change in a constructive way.			
5. I recognize when I am stressed and take steps to relax through exercise, quiet time and other activities.			
<b>INTERPERSONAL</b>			
6. I work for peace in my interpersonal relationships, in my community, and in the world at large.			
7. I have meaningful relationships and social supports at work.			
8. I feel validated, heard, and welcomed in my day to day workplace interactions.			
9. I know my co-workers outside of their titles and roles within my organization.			

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10. I trust my co-workers with my personal and professional life.			
<b>INSTITUTIONAL</b>			
11. The policies and practices of my organization support the health and well-being of its workers.			
12. The policies and practices of my organization creates a climate of trust and mutual respect.			
13. My organization invites space in the work week for planning and reflection.			
14. The policies and practices in my organization provides space for employees to implement self-care practices on a regular basis.			
15. My organization provides time and resources and opportunities for personal growth, reflection, and well-being.			

