JustOrg Design

JustOrg Design Readiness Reflection

The JustOrg Design process and software are created specifically for leaders and organizations committed to equity and justice. JustOrg Design is best suited to organizations poised to move forward with equitable staff structures and distributed decision-making. The eight questions below will help you reflect on where your organization is today and whether JustOrg Design is a timely, relevant next step.

How to use this assessment:

- ☐ Ask each member of the leadership staff to do this reflection on their own.
- ☐ Set aside time at an upcoming meeting to go question by question and compare your answers.
- ☐ Note and discuss any meaningful distinctions in how the group responded.
- ☐ The higher the average score (max = 40), the higher you have assessed your readiness.
- ☐ If there is a significant degree of readiness, schedule a live, virtual walk-through with the JustOrg Design team.

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Circle one number for each statement to indicate how accurately the statement describes the current state at your organization.

1. We have an explicit commitment to equity and justice.

NOT AT ALL 1 2 3 4 5 VERY MUCH

2. We have been frustrated with our organizational structure--knowing it wasn't entirely serving us, but not knowing what to try next.

NOT AT ALL 1 2 3 4 5 VERY MUCH

3. We are generally comfortable talking about power and exploring how we want to hold power productively with and across our staff.

NOT AT ALL 1 2 3 4 5 VERY MUCH

4. How we do our work is important to us; we believe that our methods should and can embody our values.

NOT AT ALL 1 2 3 4 5 VERY MUCH

5. We grapple openly with organizational strategy; we recognize that our complex operating environment requires our staff to be nimble, creative, and bold in their approaches.

NOT AT ALL 1 2 3 4 5 VERY MUCH

6. We want to get better at transparent, equitable, and strategic decision-making.

NOT AT ALL 1 2 3 4 5 VERY MUCH

7. Our executive director(s) are committed to organizational learning and development; they would champion this kind of a change process.

NOT AT ALL 1 2 3 4 5 VERY MUCH

8. We can identify at least 1-2 staff other than the executive director(s) who have the energy and organizational influence to help lead this kind of a change process.

NOT AT ALL 1 2 3 4 5 VERY MUCH

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