NON-PROFIT BUSINESS VENTURE READINESS ASSESSMENT

Organizational Capacity and Readiness Evaluation

Date: _____

Organization: _____

Your title/relationship to organization: _____

Please rate your organization across the following categories (check one). If scoring higher than five or less than three, please add further details/examples on the last page.

Adaptability: Is your organization adaptive and able to respond to changing industry dynamics?

1 Not very adaptive	2	3	4 Average	5	6	7 Very adaptive / responsive

Assets: Is your organization asset-rich or asset-poor compared to other nonprofits doing the same work?

1 Asset-poor	2	3	4 Average	5	6	7 Asset-rich

Board: Do you consider your Board a strong organizational asset?

1 Minor asset	2	3	4 Average	5	6	7 Major asset

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Collaboration: Does your organization have a track record of collaborating well with other entities?

1 Minimally collaborative	2	3	4 Average	5	6	7 Highly collaborative

Creativity: To what extent does your organization cultivate a creative environment?

1 Minimal creativity	2	3	4 Average	5	6	7 Highly creative

Crisis Management: How well does your organization cope with and rebound from crisis?

1 Major setback	2	3	4 Average	5	6	7 Makes us stronger

Focus on Outcomes: Does your organization effectively manage to business and programmatic outcomes?

1 Not outcome - driven	2	3	4 Average	5	6	7 Very outcome-driven

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Accountability: Does your organizations hold people accountable for their results?

1 No real accountability	2	3	4 Average	5	6	7 Highly collaborative

Self-Examination: Does your organization have a culture that encourages institutional self-examination?

1 Rarely reflect or self-examine	2	3	4 Average	5	6	7 Regularly reflect and self-examine

Strategic Focus and Direction: Does your organization effectively think and act strategically?

1 Very tactical	2	3	4 Average	5	6	7 Very strategic

Integrity of Purpose: Is what your organization stands for consistently clear to you and your stakeholders?

1 Unclear sense of purpose	2	3	4 Average	5	6	7 Clear sense of purpose

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Leadership Vision: Does every staff member understand the vision, values, and direction of your organization?

1 Unclear leadership vision	2	3	4 Average	5	6	7 Clear leadership vision

Management Talent: Does your organization have a strong base of management talent?

1 Weak mgmt. bench strength	2	3	4 Average	5	6	7 Strong mgmt. bench strength

Strategic Focus and Direction: Does your organization effectively think and act strategically?

1 Very tactical	2	3	4 Average	5	6	7 Very strategic

Marketing/Business Development: Does your organization effectively market its programs and services?

1 Market follower	2	3	4 Average	5	6	7 Market leader

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Support Network: Does your organization have a broad and deep network of supporters?

1 Unclear leadership vision	2	3	4 Average	5	6	7 Clear leadership vision

Management Talent: Does your organization have a strong base of management talent?

1 Weak support network	2	3	4 Average	5	6	7 Strong support network

Culture for Change: Does your organization embrace change, or avoid it?

1 Weak support network	2	3	4 Average	5	6	7 Strong support network

Culture for Change: Does your organization embrace change, or avoid it?

1 Slow to change	2	3	4 Average	5	6	7 Embraces change

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Energy/Stamina: Is your organization a fast-paced, energetic place to work?

1 Low energy / slow-moving	2	3	4 Average	5	6	7 High energy / fast-paced

Entrepreneurial Culture: Does your organization possess a "can do" culture where staff feel empowered to make timely decisions?

1 Very bureaucratic	2	3	4 Average	5	6	7 Highly entrepreneurial

Financial Management: How strong is your current financial position?

1 Cash poor / minimal flexibility	2	3	4 Average	5	6	7 Able to make strategic investments

Human Resource Management: Does your organization effectively implement HR strategies that create a positive work environment for staff?

1 Market follower	2	3	4 Average	5	6	7 Market leader

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Information Technology: Does your organization effectively leverage technology to its benefit?

1 Minimal benefit	2	3	4 Average	5	6	7 Significant benefit

Operational Redundancy: Does your organization have the backup capacity to support key positions/roles?

1 Minimal backup	2	3	4 Average	5	6	7 Significant backup/support

- **Total Score:** _____

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▶ What do you see as the most pressing capacity issues of the organization?

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▶ Supporting details for scored areas of less than three:

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▶ Supporting details for scored areas of more than five:

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