

## Commitment scale

The national partnership may find that it is useful to review the level of commitment of their partners. There are many reasons why it might be helpful for a Partnership Secretariat to conduct this exercise:

1. It is a good way **to track and evaluate the strength of your partnerships**. If, upon completion of this exercise, you find that your partnership has many more "Affiliates" than "Committed Partners," it might be time to work on strengthening these bonds and finding new ways to collaborate with existing partners. If you find the majority of your partners are "Committed Partners," yet you have few "Affiliates," it may be time to look into expanding your partnership to include more non-traditional partners and see what innovative ways you can find to include more partners.
2. It is a mental exercise that allows you **to identify what and how much you can ask for from whom**. If you complete this exercise for all partners, you might realize that some partners are present at every meeting and very active in the partnership, yet doing little in terms of providing resources. It may be time to meet with these partners to find ways to engage them in more of the partnership's activities.
3. It may be a useful too **to get a better idea of who your partners are**. Different people may have different approaches towards partnership, and so it could be useful to identify why inactive partners are inactive. Through this exercise, you might find out more about the personalities behind the partner's organization. For example, if a representative of an organization is always present at meetings and very active, yet rarely participates, it could be because they are not comfortable speaking out in large groups and so it may be time to meet one-on-one with this organization and engage them directly.

Here are some ideas of how this can be done:

1. Is Partner X at meetings?
  - a. Always present at meetings
  - b. Frequently present at meetings
  - c. Sometimes present at meetings
  - d. Rarely present at meetings
  - e. Never present at meetings
2. Is Partner X an active participant in events, meetings, activities, etc.?
  - a. Always participates
  - b. Frequently participates
  - c. Sometimes participates
  - d. Rarely participates

- e. Never participates
- 3. Is Partner X providing the partnership with resources (financial, human, administrative, materials, etc.)?
  - a. Yes, they frequently provide us with resources
  - b. Yes, they sometimes provide us with resources
  - c. Yes, but they rarely provide us with resources
  - d. Yes, they have provided us with resources one time in the past
  - e. No, they have never provided us with resources
- 4. Is Partner X in regular contact with the partnership (in person, by phone or by email)?
  - a. Yes, we are always (weekly) in contact with Partner X (they respond promptly to emails or phone calls/SMS)
  - b. Yes, we are frequently (monthly) in contact with Partner X (they respond promptly to emails or phone calls/SMS)
  - c. Yes, we are sometimes (every six months) in contact with Partner X (they respond promptly to emails or phone calls/SMS)
  - d. Yes, but either we reach them infrequently (annually) or they do not respond promptly to emails or phone calls/SMS
  - e. No, we have trouble reaching them and infrequently try to contact them.
- 5. Is Partner X satisfied with the partnership?
  - a. Yes, they responded to the majority of questions with the highest satisfaction level (6)
  - b. Yes, they responded to the majority of questions with the second highest satisfaction level (5)
  - c. Maybe, they responded to the majority of questions with the middle satisfaction levels (3 and 4)
  - d. Not completely, they responded to the majority of questions with the second lowest satisfaction level (2)
  - e. No, they responded to the majority of questions with the lowest satisfaction level (1)

After conducting an exercise such as this, the partnership can then see the level of commitment of their partnerships by choosing "Highly Committed" or number 5 if most of the answers for this partner were option "a." Committed Partners would be chosen if a majority of the questions were option "b," and so forth.

**Loosely Affiliated**

**Highly Committed**

1	2	3	4	5
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