



Rating scale: How well does your group empower its members?

A questionnaire for group members to complete and discuss

1. VALUING INDIVIDUALS: Are positive feelings expressed and encouragement given to members?

1	2	3	4	5
Nothing positive expressed				High degree of positive feedback

2. CLARIFYING THE TASKS: How clear is it what needs to be done and by whom?

1	2	3	4	5
Very vague and confusing				Very clear

3. EXPRESSION OF FEELINGS: How safe would you feel generally expressing feelings directly, either about the issue or about people in the group?

1	2	3	4	5
No support, very unsafe				Strong support & safety

4. LISTENING & CONSULTATION: Are people consulted about things which affect them? Are they listened to?

1	2	3	4	5
No consultation. Poor listening.				Consulted and listened to

5. RESPECT FOR DIVERSITY: Are different perspectives eg. age, ethnic, cultural, class respected and included?

1	2	3	4	5
No respect for diversity				High degree of diversity integrated

6. AWARENESS OF OPPRESSION: In general is there awareness of issues of sexism, ageism, racism?

1	2	3	4	5
No awareness				High degree of awareness

7. COMMITMENT TO CONFLICT RESOLUTION: Are conflicts acknowledged and resolved?

1	2	3	4	5
Conflict handled ineffectively				Conflict handled effectively

8. TRAINING Is attention given to training and skill development?

1	2	3	4	5
No attention				High quality opportunities

9. VISIONING Does your group create visions together?

1	2	3	4	5
No sharing				Often share & encourage

10. FUN & HUMOR Overall does your group have fun together?

1	2	3	4	5
Very serious, fun discouraged				Lots of permission for fun & humour

After each person responds to all the questions, encourage people to tally their scores (out of 50). Facilitate discussion about their responses and scores. What insights come up about their organisation and its priorities?

Source: Katrina Shields (1991) *In the Tiger's Mouth: An Empowerment Guide for Social Action*, Millennium Books, Blacktown, pp. 164-165.