



Individual Network Participant Self-Assessment Tool

Network health and effectiveness depends on participants making connections and cultivating relationships. This requires participants to interact with others in ways that foster collaboration and innovation. This tool is a way for you to reflect on your own behavior as a network participant. It is a personal assessment. You can use the findings to see where your strengths are as a network member and where you might strengthen your behavior.

Determine if you will focus on your behavior in relation to a local/regional network in which you are a member or the Minnesota Food Charter Network as a whole. For each of the following characteristics, circle ONE number from 1 to 5 that best describes your current network behavior.

Reliability

I seldom get tasks done on time	1	2	3	4	5	I get tasks done on time
My participation is uneven	1	2	3	4	5	I participate regularly
I have trouble keeping commitments	1	2	3	4	5	I keep my commitments

Reciprocity

I tend not to help others out	1	2	3	4	5	I help others out frequently with information, resources, and connections
It is hard for me to ask for help	1	2	3	4	5	I ask for help when I need it

Appreciation

I can be critical of the shortcomings of others	1	2	3	4	5	I focus on noticing and appreciating what others contribute
I let mistakes or failures get me down	1	2	3	4	5	I use mistakes or failures as an opportunity to learn

Acceptance

I find differences in perspectives challenging	1	2	3	4	5	I see differences in perspectives as opportunities for breakthroughs in thinking and relating
I expect others to address their shortcomings	1	2	3	4	5	I accept that others have shortcomings and work around them
I jump to conclusions	1	2	3	4	5	I always check my assumptions with others

Openness

I rarely communicate what I am doing	1	2	3	4	5	I regularly communicate what I am doing with others
It is hard for me to share my thoughts	1	2	3	4	5	I tell others what I am thinking
It is hard for me to share my feelings	1	2	3	4	5	I tell others what I am feeling



Honesty

I find myself telling small lies or withholding information	1	2	3	4	5	I am almost always honest and transparent with information
I let bad feelings fester	1	2	3	4	5	I clear up bad feelings right away

Approach to Work

I tend to work solo or only with people in my organization	1	2	3	4	5	I always do my work with someone else in the network
I only get involved in work related to my area of interest or focus	1	2	3	4	5	I am willing to commit time to work outside of my area of interest or focus
Being a part of the network feels like an “add on” to my regular work	1	2	3	4	5	Being part of a network is an important part of my work and a priority for me
I expect my organization to get the credit it is due for achievements	1	2	3	4	5	I am generous with credit for achievements

Understanding of Network Basics

One of the most important things you can do as a network participant is to develop a good understanding of how healthy networks work. Picture someone who is a close friend and rate your confidence in explaining the following basic concepts in a few sentences. If these concepts are new to you, consider learning more about them using the resources listed on the next page.

Basic Network Concepts	Very confident	Confident	Somewhat confident	Not confident	Not sure
The definition and characteristics of an intentional network					
How networks differ from organizations and coalitions					
The benefits of a network approach					
A network’s value proposition					
Leadership roles in networks					
Network elements: core, hubs, clusters, nodes, periphery					
How a network moves in its development from building connections, to alignment, to production					
High potential leverage points (opportunities that have the greatest chance of making a difference)					
Patterns of success					



Reflection

- What are your strengths as a network member (circled as a 4 or 5)?
- What are challenges you would like to work on (circled as a 1 or 2)?
- What network concepts do you need to understand better (checked as somewhat confident, not confident, or not sure)?

Resources for learning more about basic network concepts:

June Holley. (2012). *Network Weaver Handbook: A Guide to Transformational Networks*; Peter Plastrik, Madeleine Taylor, & John Cleveland. (2014). *Connecting to Change the World*.