Health Check- How is our TI working?

The health-check is designed to help Transition initiatives to:

* Reflect on all where your initiative has got to, and spark conversations about what’s working well and what could be strengthened
* Celebrate your strengths and successes
* Identify areas which might need more work, or skills, or resources
* Clarify appropriate next steps – which might include doing less.

Many groups have found that using the health check raises lots of questions, and sometimes the discussion it starts supplies the answers. The focus is on the how your initiative is working – Transition Network is developing other tools to help measure your external impact. Every TI is different in the mix of people involved, the opportunities and challenges of your context, and the external events that influence people to join, or not. We hope the result of doing the health check is that you celebrate what you’ve achieved rather than feeling overwhelmed with what hasn’t happened. No initiative that we know of could achieve a perfect score- and we’d be worried if it did!

The health-check asks about 9 aspects of a Transition Initiative. Our experience of Transition in many different contexts, cultures and countries shows these to be the most important in creating thriving, effective and enjoyable Transition Initiatives. The order does not reflect their importance or the order in which they happen – for Transition to work well we need to weave together many different activities, skills and understandings. The same 9 areas, called “elements”, are covered in the Support Offer on Transition Network’s website and in our trainings – so if there’s something you want help with you can find information, FAQs and activities on line. You can also download a primer with the same information in written form [currently in development].

Outside the UK there are many National Hubs with their own websites, who will have some of these resources on line. Check what’s available for your country or region.

The health check focuses on the early stages of Transition, to create a solid foundation. The Ingredients in the Transition Companion and on line provide many more ideas for activities and tools that you might want to include.

How to “Health-check” your Transition Initiative

In small groups, go through the statements rating the answers on a scale of 1-5; 1 being “this statement doesn’t describe our TI” and 5 being “this is true for us or we’ve done really well in this area”. Don’t get stuck - if a question doesn’t apply to you or make sense then move on. If you can’t agree on a score, either pick an average, or write the range on the pie .Remember that the conversations you have are more important than getting a high score, or any score at all! Notice any “penny dropped” moments, or areas of disagreement on the pie diagram. Exploring the whys of your different reasons for your score can lead you to some interesting and important insights about Transition or how your group is working.

Then fill in the pie diagram with 5 being out at the perimeter and 1 being at the centre for each for each statement. Begin at the top with question 1 and then fill in 2, 3, 4 etc going clockwise. Repeat the process for each of the 9 areas. You will end up with something that looks a bit like the example below for each area.

You may wish to do this diagnostic periodically, every year for instance, and compare your scores. Transition is difficult to measure or assess, and this might give you one way to do that.

Feel free to add in other statements which might help you to evaluate how you are doing. Have fun

Questionnaire

1. **Forming an Initiating group and getting started**
2. We have a working initiating/core group of between 4 and 15 people.
3. Our group has a shared understanding of what Transition is and why it's needed
4. Our group has registered on TN website or national hub.
5. We have made contact with nearby initiatives
6. We've thought about the area we're covering and is as close to the ideal range as is workable
7. We are aware of the opportunities and challenges of doing Transition in our community
8. At least one person in our group has more in depth knowledge of Transition through attending training or reading books or web sites.

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1. **Developing Your Group**
2. Our group has clear and agreed aims and objectives
3. Our group gets things done
4. Members are clear about their responsibilities and roles
5. We have an agreed code of conduct (working principles or ways of working)
6. We have clear and agreed processes for making, recording and following up on decisions
7. We have effective meetings with a clear agenda, discussion and minutes
8. We spend time in our meetings reflecting on how we work together
9. We have thought about how our meetings are facilitated or chaired
10. We have discussed and come to agreement about how power and leadership work in our group
11. There are processes for new people to join, and existing members to leave
12. When differences or conflict have arisen we have handled it well

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1. **Networking and Partnering**
2. We have connections with key local organisations such as schools, businesses, landowners, community groups
3. We have thought about who to partner with and for what purpose
4. We make an effort to do things in partnership with other groups or organisations.
5. We have made contact with our local government
6. Some people involved in the TI have lived in this place for many years
7. We are seen by other groups as positive, collaborative, and helpful
8. We are connected to a diverse range of groups in our community (e.g. income, ethnicity, life stage)
9. We have managed difficulties in our relationship with other groups (if this has occurred)
10. [Advanced] We have a strategic plan for networking and partnerships
11. [Advanced] We promote the work of other groups in our community



1. **Vision**
	1. We have a shared understanding of challenges like resource depletion, pollution, inequality, economic vulnerability, that require us to create a new vision for the future
	2. Our group has a shared vision of our community in the future
	3. Our vision is positive, inspiring and plausible
	4. We have explored and understand how to include and work with diverse visions
	5. [Advanced] We can balance the need for a plan to create a positive future with enough flexibility to meet what is unknown
	6. [Advanced] We have engaged our community in developing a positive vision of the future

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1. **Having Fun- How are we doing?**
	1. We feed back what has been achieved to group volunteers/members, wider community and stakeholders
	2. We take time to celebrate achievements
	3. We spend time together socially
	4. We make time/space made for learning and reflection
	5. We are open to work with and learn from people outside our group/network
	6. We have established a monitoring system to track and assess how well we are doing, and use learning to adapt our strategy
	7. We have a creative attitude to experimentation and learn from our failures.



1. **Practical Projects**
	1. We run a range of practical projects that benefit local people
	2. Our projects are relevant and accessible to people on low incomes, with disabilities and from different cultures
	3. We take active measures to reduce barriers to participation (eg by involving people in the design of projects, ensuring inclusive communication, access to grants, crèches etc
	4. Our projects have appropriate legal and governance structures and we understand our legal responsibilities
	5. We have the skills we need to manage and implement our projects effectively
	6. We know who has expertise locally and how to draw on it



1. **Community Engagement -Awareness Raising**
2. We understand who is in our community and how to communicate with and involve them in our group/projects in a meaningful way
3. We spend time listening to what’s important for different people in our community
4. We understand current local issues/concerns and can relate Transition messages to these
5. We use a range of styles and types of awareness raising and engagement methods (a) for people at different stages of change (b) for different demographic and cultural groups (c) for different themes (d) for people who engage through head, heart and hands
6. We know how to put on events that are enjoyable, inspiring, connecting and participative
7. We use both altruistic messages (pro-social and environmental) and self-interested messages (about practical benefits) to motivate and engage people
8. We have used Open Space and / or similar processes to invite ideas and involvement of local people
9. We promote and publicise our events and projects through relevant local media

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1. **Inner Transition**
2. We are aware of the emotional significance and depth of the issues that transition addresses and understand how to work with these
3. We regularly check as individuals and as a group on our personal resilience and risk of burnout
4. We understand the need for inner and outer skills within Transition and can include the inner dimension in a way that is accessible
5. We have created support structures for ourselves and for others involved in Transition (one to one or group)
6. In our group we spend time building trust and deepening our relationships



1. **Part of a Movement**
2. We learn from others in the Transition movement.
3. We have an established channel of communication with our regional or national hub and/or Transition Network.
4. When we do something that other initiatives can learn we share our learning.
5. We attend conferences or events (or online webinars or trainings) put on by our regional or national hub or Transition Network.

