



What's My Place in this Work? Reflection Tool

The *What's My Place in this Work?* Reflection Tool supports individuals and organizations interested in engaging in collaborative work implementing community-centered initiatives to identify what role they are best suited to play in that work. This tool is intended to be an on ramp or invitation for anyone wanting and willing to participate in community-centered work to facilitate reflection and discussion between partners. The tool was developed in partnership with [Elephant Circle](#) and other [community-rooted partners](#).

What's the Purpose of this Tool?

To facilitate discussion and reflection about the starting place of an individual or organization regarding the role they should play in the implementation of a given community-centered initiative.

Who is this Tool for?

Any individual or organization looking to engage in collaborative work implementing community-centered initiatives.

How do I use this Tool?

Either individually or with other folks from your organization, discuss each of the statements below and reflect upon how true each statement feels for your work as it is currently done. The statements are framed as “we” statements – the first step of this tool is defining who is your “we” in this work. Note that you can answer these questions for yourself individually or for a group, whatever makes the most sense for your context.

Based on what you discuss, give yourself a “1”, “2”, or “3” in the far-left column of the table based on the following descriptions:

SCORE 1: You/we do not currently do this, or this statement does not feel like it accurately describes your/our work.

SCORE 2: You/we somewhat do this, or this statement feels like it somewhat describes your/our work.

SCORE 3: You/we always do this, or this statement feels like it accurately describes your/our work.

Once you have gone through and assigned a number for each statement, add up all the numbers in the left column to get the total score for the assessment tool. Then use the table on the last pages of the tool to learn what role you/your organization is best suited to play in this initiative based on the score.



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Where are We Today? Assessing our Starting Point for Implementing Community-Centered Initiatives

Score (1-3)	Reflection Statement
Language to Describe Your Work	
	We have a shared language in conversations with each other about what is being implemented.
	Our frameworks and work are understood and accessible.
Community Engagement Efforts	
	We are intentional about how and why we engage with community members.
	Relationships with communities are not episodic, meaning that communities are engaged through all organizational processes.
	We have channels established for continuous feedback from the communities we work with.
	We share evaluation data and other relevant information back with the communities we work with at regular intervals.
	Community listening processes are central to the functioning of our work and not an add-on occurrence.
	We create multiple meaningful ways for community members to engage based on their experiences, interests, and wants.
	We all assess our own capacity and make informed choices about how to engage.



Score (1-3)	Reflection Statement
Our Values	
	We share similar core values with the communities we work with.
	We work to make the community members we work with feel valued through various ways that might include payment and addressing barriers to participation (e.g., childcare, transportation, location/time of meetings).
	Community responsiveness is a core facet of our work, including having the space and openness to act on ideas from the community.
	We are committed to dreaming big and being open minded about what community engagement can look like related to our work.
	We are open to adapting and expanding as necessary based on emergent community needs, desires, and preferences.
	We understand that community involvement is a critical component of any successful implementation efforts.
Building and Sustaining Capacity	
	Our organization has the bandwidth, structures, and ability to provide capacity building support for those who want to go deeper in this initiative.
	We are committed to listening and pivoting based on the ideas, visions, and direction from the community to guide this work.
	We are committed to building and investing in relationships by creating a space where people feel connected and invited.
	We recognize that implementation takes a long time and that sharing resources is key for sustaining work across time.

Add up the numbers in the column above to get your Total Score.

Total Score	
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What's Our Starting Point? Results Table

Based on your Total Score, the table below describes the role that your organization is best suited to play in implementing community-centered initiatives. Note that this role is based on your work as it is currently being done now and could change in the future.

<p>If you score between 19 and 32, you are a Cheerleader.</p>	<p>The role you are best fit to play is one of support and amplification. You are not the best positioned organization to lead community-rooted work, but you are well positioned to partner with community-based organizations who might be. Think about your existing and potential community partners who might be well positioned to lead this work and focus on building supportive relationships with those organizations.</p>
<p>If you score between 32 and 45, you are an Activator.</p>	<p>The role you are best fit to play is one of execution and action. You have connections to the community you are serving and are ready to hit the ground running to implement this community-rooted initiative. You are ready to be an active partner to the organization leading this work and are committed to ensuring that the initiative is implemented in a way that centers the preferences and needs of the community being served.</p>
<p>If you score between 45 and 57, you are a Leader.</p>	<p>You are well suited to lead this community-rooted initiative. Your organization shares values with the community you are serving, is already doing extensive community engagement work, and is committed to building the capacity of your community partners. You are well positioned to lead partners to implement this initiative and have the commitment to do so. Ask partners to fill in gaps in your capacity, help them know how to help you.</p>