SDC 1

**Where does your organization fall on the partnership/domination continuum?**

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| --- | --- |
| Statement  | 1=never, 2=almost never, 3=sometimes, 4=almost always, 5=always |
| I am encouraged to give feedback to my manager/supervisor about new initiatives or new policies. | 1 2 3 4 5 N/A  |
| I am treated with respect as a full partner when I participate on teams. | 1 2 3 4 5 N/A  |
| I look forward to going to work each day. | 1 2 3 4 5 N/A  |
| I have a great deal of energy for my work and know that I am valued.  | 1 2 3 4 5 N/A  |
| My supervisor/manager regularly encourages me to participate in initiatives that foster my personal and professional development. | 1 2 3 4 5 N/A  |
| My supervisor/manager and/or administrator encourages me to ask questions and treats me with respect when I have a viewpoint that differs from theirs. | 1 2 3 4 5 N/A  |
| My employer places emphasis, and dedicates *equal* time to learning/applying interpersonal skills and evidence-based practice. | 1 2 3 4 5 N/A  |
| The organization supports my development to become a collaborative team member. | 1 2 3 4 5 N/A  |
| I feel empowered to co-create solutions to the grand challenges in health care. | 1 2 3 4 5 N/A  |
| My organization emphasizes self-care. | 1 2 3 4 5 N/A  |
| Patients and employees are included in all discussions involving the vision and mission of the university: “No decision about me, without me.” | 1 2 3 4 5 N/A  |
| I have respectful relationships with all of my co-workers and conflicts are handled in a healthy way. | 1 2 3 4 5 N/A  |
| The environment and sustainability are considered when my organization makes decisions. | 1 2 3 4 5 N/A  |
| I believe financial decisions in my organization are made based on what’s best for the health of populations. | 1 2 3 4 5 N/A  |

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RESULTS: Add up all of your numbers and divide the total by the number of items you rated (14 possible). This will give you an average number that reflects your organization’s current paradigm. The lower your overall number, the closer your organization or school functions according to a domination model. The higher the number, the more your school or organization functions according to a partnership model.