

Self-Diagnosis Checklist

Not sure which symptoms describe your organization yet? Start here. This checklist surfaces the patterns for you — no organizational-development background required.

How to use this: check every statement below that's true for your organization today, across all nine sections. Don't overthink it, and don't worry about being consistent — most organizations check boxes in more than one section, and that's completely normal. When you're done, turn to the back page to score your results and find your recommended starting pathway.

I. FOUNDATIONS — Human Behaviour & Development

- ☐ Staff or leadership often describe certain people as “difficult” or “unmotivated”
- ☐ Policies in place assume everyone has stable, predictable lives
- ☐ Conflict between staff and clients or community follows the same pattern, over and over
- ☐ Frontline teams say they lack language to discuss behaviour without blame

III. SYSTEMS TRANSFORMATION — Scarcity & Capacity

- ☐ We've had noticeable staff turnover in the past year
- ☐ Burnout is a regular topic of conversation among staff or leadership
- ☐ Most of our week goes to responding to crises, not planning ahead
- ☐ Long-term or preventative work keeps getting bumped by urgent demands

V. GOVERNANCE EXCELLENCE — Collective Impact & Decision-Making

- ☐ Council, the board, or leadership regularly disagrees about who decides what
- ☐ The same decisions get revisited meeting after meeting
- ☐ Partners or departments duplicate effort or compete for the same resources
- ☐ Our measurement or reporting tracks outputs, not real outcomes

II. RE-ENGAGEMENT — Behaviour Freeze & Motion

- ☐ Good plans and clear direction still don't translate into action
- ☐ People agree in meetings, then nothing changes afterward
- ☐ Staff seem to be “going through the motions” rather than genuinely engaged
- ☐ Pushing harder for results seems to produce less, not more

IV. COMMUNITY LEADERSHIP — Asset-Based Community Development

- ☐ Our programs often do things “for” community rather than “with” them
- ☐ We hear complaints of “consultation fatigue” from community members
- ☐ Local leaders or volunteers have become less engaged over time
- ☐ We're not sure when our organization should lead, support, or step back

VI. ECONOMIC FUTURES — Regenerative & Blue Economy Development

- ☐ Economic development projects tend to stand alone rather than reinforce each other
- ☐ Shared infrastructure or assets lack a clear governance or risk-sharing structure
- ☐ Our growth strategy sometimes conflicts with community or environmental wellbeing
- ☐ Our local economy feels vulnerable to a single business or sector failing

VII. ADAPTIVE LEADERSHIP — Complexity & Stewardship

- ☐ Plans that looked solid on paper regularly fall apart once implemented
- ☐ Leaders feel pressure to have certainty before making a decision
- ☐ Uncertainty tends to produce either paralysis or over-control at the top
- ☐ Senior or experienced leaders show signs of burnout, or are leaving

IX. ECONOMIC DEVELOPMENT OPERATIONS — Running ED Like a Business

- ☐ Our economic development office has a mandate but not a clear day-to-day operation
- ☐ We measure activity — meetings, projects — more than outcomes
- ☐ Our project pipeline exists as a list, not a tracked, living system
- ☐ Financial or investment decisions are made without a clear ROI process

VIII. IMPLEMENTATION — Strategy to Execution

- ☐ Our strategic plan mostly sits on a shelf after the planning session ends
- ☐ Roles and decision rights stay unclear even after a retreat or planning process
- ☐ We track KPIs mainly because a funder requires it, not because staff use them
- ☐ We have more priorities than we can realistically deliver on this year

NEXT

Turn the page to score your results and find your recommended starting pathway.

Scoring Your Results

Four short steps from checkmarks to a starting point.

1. Count your checkmarks in each of the nine sections, and write each total in the table below.
2. Your highest-scoring section is your recommended starting pathway. Turn to that pathway in the Complete Training Catalogue at the page number listed.
3. A close call across two or three sections is common — it usually means more than one pattern is active at once. In that case, consider a Flagship Program (see p. 8 of the catalogue) as a single, well-chosen first step, or a Signature Program, which bundles complementary pathways into one sequenced intensive.
4. Still not sure, or want a second opinion on what you're seeing? That's exactly what a discovery call is for — reach out and we'll help you interpret your results together.

	PATHWAY	YOUR SCORE (0–4)	CATALOGUE PAGE
I.	Foundations		p. 9
II.	Re-Engagement		p. 14
III.	Systems Transformation		p. 18
IV.	Community Leadership		p. 21
V.	Governance Excellence		p. 25
VI.	Economic Futures		p. 29
VII.	Adaptive Leadership		p. 33
VIII	Implementation		p. 37
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IX.	Economic Development Operations		p. 47

This checklist is a discussion starter, not a diagnosis. Its purpose is to help your team recognize patterns and open a conversation — the Complete Training Catalogue and a discovery call will confirm the right starting point for your specific context.