



Small Group Exercise: *HPOG Partnerships Assessment*

Instructions: The following questionnaire is a straightforward diagnostic tool to help you evaluate the effectiveness of your HPOG partnership team dynamics. Use the scale below to indicate how each statement applies to your relationship with your HPOG partners. 3 = usually, 2 = sometimes, 1 = rarely.

1. HPOG partners are passionate and unguarded in their discussion of issues.	
2. HPOG partners call out one another's deficiencies and unproductive behaviors.	
3. HPOG partners know what their peers are working on and how they contribute to the collective good of the team.	
4. HPOG partners quickly apologize to one another when they say or do something inappropriate or damaging to the team.	
5. HPOG partners willingly make sacrifices for the good of the whole.	
6. HPOG partners openly admit their weaknesses and mistakes.	
7. Project meetings are compelling, not boring.	
8. HPOG project partners leave meetings confident that all are committed to the decisions made, even if there is initial disagreement.	
9. During project meetings, the most important and difficult issues are put on the table.	
10. HPOG partners are concerned about the prospect of letting down their peers.	
11. HPOG partners know appropriate things about each others' personal lives and are comfortable discussing them.	
12. HPOG partners end discussions with clear and specific resolutions.	
13. HPOG partners challenge one another about plans and approaches.	
14. HPOG partners are slow to seek credit for their own contributions but quick to point out those of others.	

Self Reflection Questions:

1. Looking at the areas that scored the lowest, which one or two areas of team dynamics does our HPOG project team need to improve most in terms of effectiveness?
2. What are the actions I need to take to help our HPOG partners/project team improve in these areas?



Mutual Expectations Tool: *Developing New Partnerships in HPOG A TANF Agency Example*

One of the best ways to start out new partnerships with people in organizations you don't normally team with is to brainstorm mutual expectations. These expectations can be used to guide your partnership and to hold each other accountable for behaviors that support and build teamwork. They can also be helpful when you are initially approaching a potential new partner, so you can clearly say what you need from them, and what's in it for them if they partner with you.

Instructions: For this exercise, imagine you want to develop a new, or stronger, partnership with your local TANF agency. With your partner, brainstorm a list of expectations you have for them, and what might you have to offer them. Be prepared to report out in a large group discussion.

What You All Need from Each Other	What You Need from Your Partners	What your Partners Needs from You