

Governance Check Up

Extremes- Choose one extreme or the other that best describes your governance group

Area	Column A	Column B
Trust Levels	Suspicion	Trust
Communication	Guarded communication	Open communication
Age break up	Mostly older members	Mix of young and old members
Gender	Male only	Mixed gender
Tenure	Most of the group either old, or alternatively newcomers	Mix of old and new members
Social Connection	No/little social gatherings	Planned social connection activities
Training	Training Ad Hoc	Planned structure for ongoing training
Teachable Attitude	Self Confident	Teachable (wanting to learn)
Role Descriptions	Hazy or ambiguous role descriptions	Clear, agreed upon, role descriptions
Experience	No or Little external governance experience	Significant outside governance experience
Orientation process	No intentional orientation process	Established orientation process for new comers
Group Maturity & Trust	Wide variance in maturity & trust levels	Strong levels of maturity & trust across the board
Emotional Intelligence (EQ)	Low or wide ranging EQ Levels	High levels of EQ across the majority of the board
Conflict Management	Largely untrained in Conflict Management	Trained and proficient in Conflict management
Policies	Policies either unclear or not developed	Numerous, clear policies in place and up to date
Review Process	No or Sporadic review processes	Clear/planned review processes for Board
Outside input	Little Outside input	Strategic use of external input and resources
Vision	No Vision or vague Vision or varying commitment levels to the Vision	Strong, clear owned Vision by the group
Leadership Development	Little, or ad-hoc, leadership identification and exposure to leadership	Active Leadership identification & exposure process
Relationships amongst Board	Presence of enmeshed relationships or vested interests	No or little, enmeshment & vested interests