

Figure 4.7: Building Capacity Rating Scale

Use the following rating scale to rate your proficiency in building capacity in each of the skill areas.



- ___ I never assume people within the organization have sufficient knowledge and skills to effectively implement change.
- ___ I create a vision of the organization free from the challenges it currently faces.
- ___ I invite those expected to carry out change initiatives to discuss the problem and generate collaborative solutions.
- ___ I create a sense of empowerment and ownership in others to fuel the eventual implementation of new ideas.
- ___ I formulate the appropriate social context that will allow learning to happen through interactions with others.