

# ACTIVITY

## HEALTHCHECK - HOW IS OUR TRANSITION GROUP DOING?

People:	Ideally everyone in your group
Time:	35 minutes
Resources:	This activity sheet, a place to meet

### *Why should we do this?*

The Transition Health check is a great tool to help your group analyse what's going well and also identify areas you could develop to make your Transition group more effective. It is very important to state upfront that the Health check is not a test that you pass or fail. In fact, one of the best things about the healthcheck is that it brings your group together to reflect on what you have achieved over the last year. This can be a really empowering experience because it is something we rarely do, as we have a tendency to focus on the next new exciting Transition thing we want to do.

This healthcheck has been designed to help your Transition Group:

- Reflect on where your group is at, and spark conversations about what's working well, what could be strengthened, as well as what isn't working and needs to change
- Celebrate your strengths, successes and your failures as they are also great learning experiences
- Identify areas which might need more work, skills, or resources
- Clarify appropriate next steps – which might include focusing on less things

Our experience of Transition in many different contexts, cultures and countries has shown that there are 7 essential ingredients that help a group be successful. Inner transition is also crucial to a successful group and it is the constant that runs through all of the ingredients. This healthcheck is structured around these essential ingredients as really help create thriving, effective and enjoyable Transition Groups.

Of course, every Transition Group is unique:

- They have different mixes of people
- The length of time they have been running varies
- The opportunities and challenges differ and the ability to run external events to grow the group or awareness also differs

Many groups have found that using the healthcheck raises lots of questions, and sometimes supplies the answers. Don't worry if you come across things you aren't doing at the moment and definitely don't feel like you are failing because of this. This is a development tool, rather than an achievement tool, and we absolutely do not expect you to be doing everything in it. We would recommend discussing areas where you score lower than you would like as as you may find that addressing them improves the effectiveness of your group and can help avoid problems in the future.

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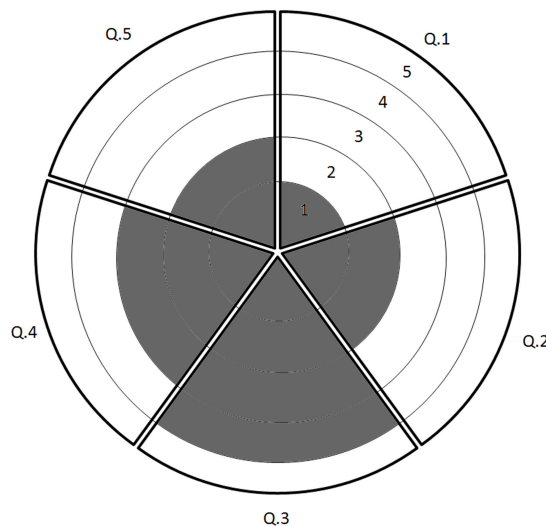
To complement the healthcheck, we have developed a range of resources and tools based on the 7 ingredients and Inner Transition that you can use with your group:  
<http://transitionnetwork.org/do-transition/starting-transition/7-essential-ingredients/>

Don't forget, this is not a test and we hope that doing the healthcheck enables you to celebrate what you have achieved, rather than feeling overwhelmed with what hasn't happened. No initiative that we know of could achieve a perfect score - and we'd be worried if it did!

## How to do it:

In small groups, go through the statements rating the answers on a scale of 1-5; 1 being "this statement does not describe our TI" and 5 being "this is true for us or we've done really well in this area". Don't get stuck - if a question does not apply to you or make sense then move on. If you can't agree on a score, either pick an average, or write the range on the pie. Remember that the conversations you have are more important than getting a high score, or any score at all! Notice any surprising moments, or areas of disagreement on the pie diagram. Exploring the whys of your different reasons for your score can lead you to some interesting and important insights about Transition or how your group is working.

Then fill in the pie diagram with 5 being out at the perimeter and 1 being at the centre for each for each statement. Begin at the top with question 1 and then fill in 2, 3, 4 etc. going clockwise. Repeat the process for each of the 9 areas. You will end up with something that looks a bit like the example below for each area. Some sections have more than 8 questions, so you may have to split a pie into two.



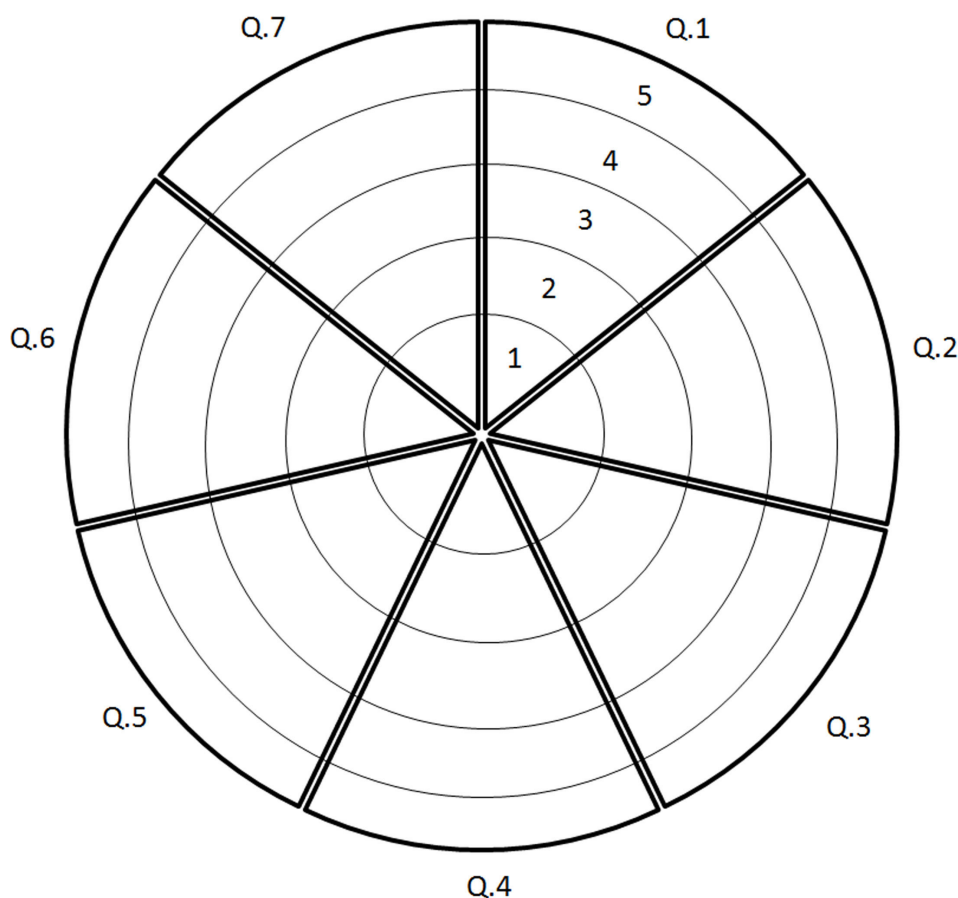
You may wish to do this diagnostic periodically, every year for instance, and compare your scores. Transition is difficult to measure or assess, and this might give you one way to do that.

Feel free to add in other statements which might help you to evaluate how you are doing. Have fun doing it.

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## 1) How to start Transition: Developing your initiating group

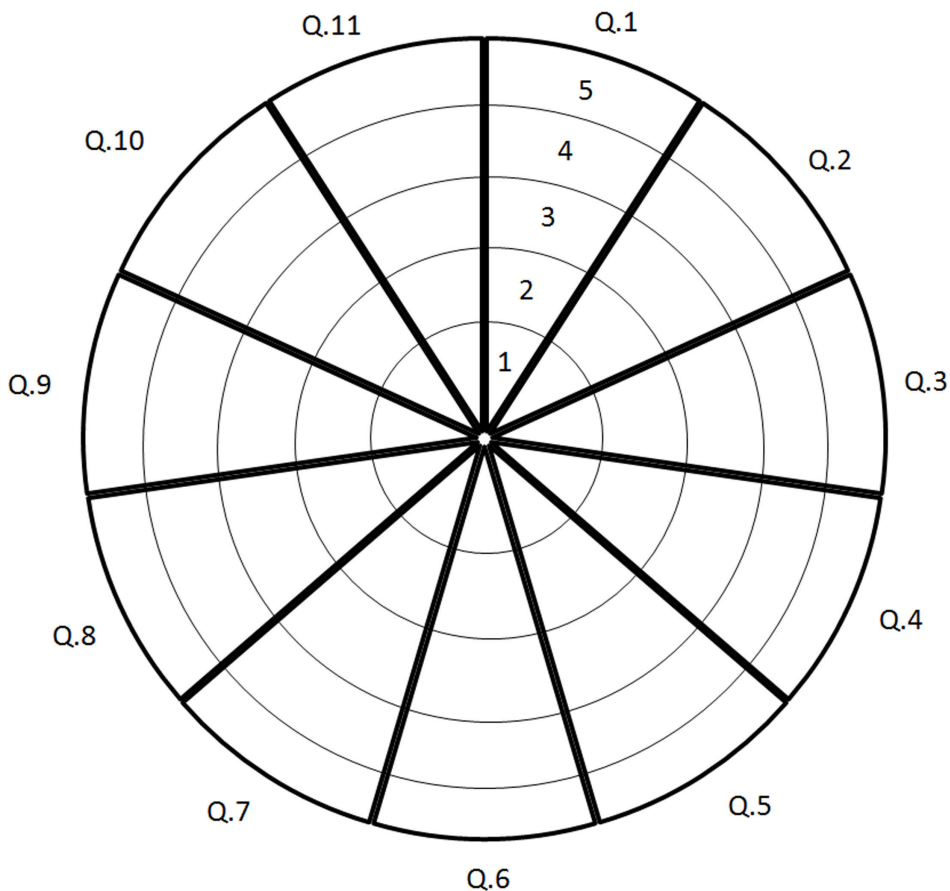
1. We have a working initiating/core group of between 4 and 15 people
2. Our group has a shared understanding of what Transition is and why it's needed
3. Our group has registered on TN website or national hub
4. We have made contact with nearby Transition groups
5. We've thought about the area we're covering and is as close to the ideal range as is workable
6. We are aware of the opportunities and challenges of doing Transition in our community
7. At least one person in our group has more in depth knowledge of Transition through attending training or reading books or web sites



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## 2) Healthy Groups

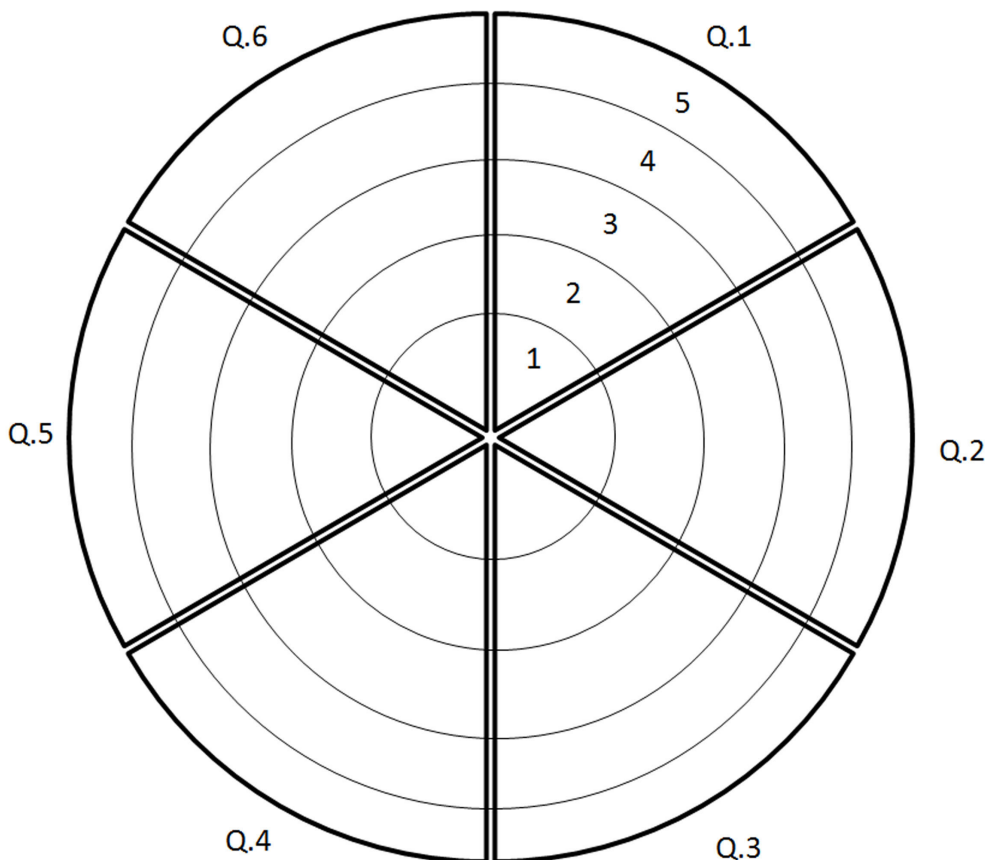
- 1) Our group has clear and agreed aims and objectives
- 2) Our group gets things done
- 3) Members are clear about their responsibilities and roles
- 4) We have an agreed code of conduct (working principles or ways of working)
- 5) We have clear and agreed processes for making, recording and following up on decisions
- 6) We have effective meetings with a clear agenda, discussion and minutes
- 7) We spend time in our meetings reflecting on how we work together
- 8) We have thought about how our meetings are facilitated or chaired
- 9) We have discussed and come to agreement about how power and leadership work in our group
- 10) There are processes for new people to join, and existing members to leave
- 11) When differences or conflict have arisen we have handled it well



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## 3) Vision

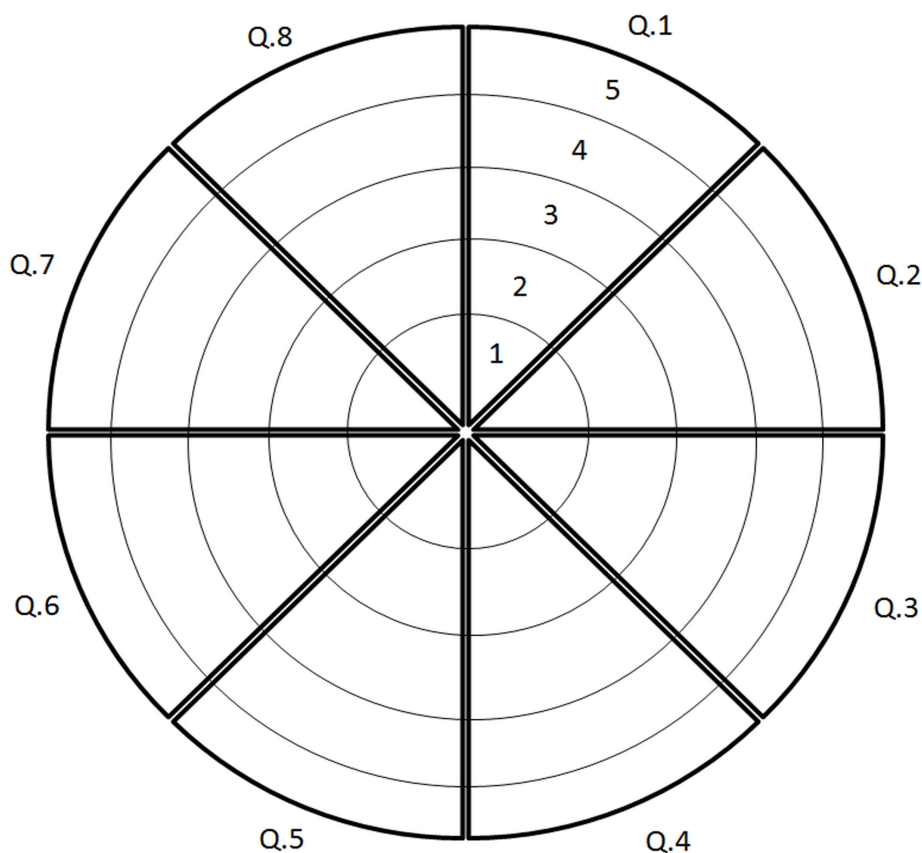
- 1) We have a shared understanding of challenges like resource depletion, pollution, inequality, economic vulnerability, that require us to create a new vision for the future
- 2) Our group has a shared vision of our community in the future
- 3) Our vision is positive, inspiring and plausible
- 4) We have explored and understand how to include and work with diverse visions
- 5) [Advanced] We can balance the need for a plan to create a positive future with enough flexibility to meet what is unknown
- 6) [Advanced] We have engaged our community in developing a positive vision of the future



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## 4) Community Involvement

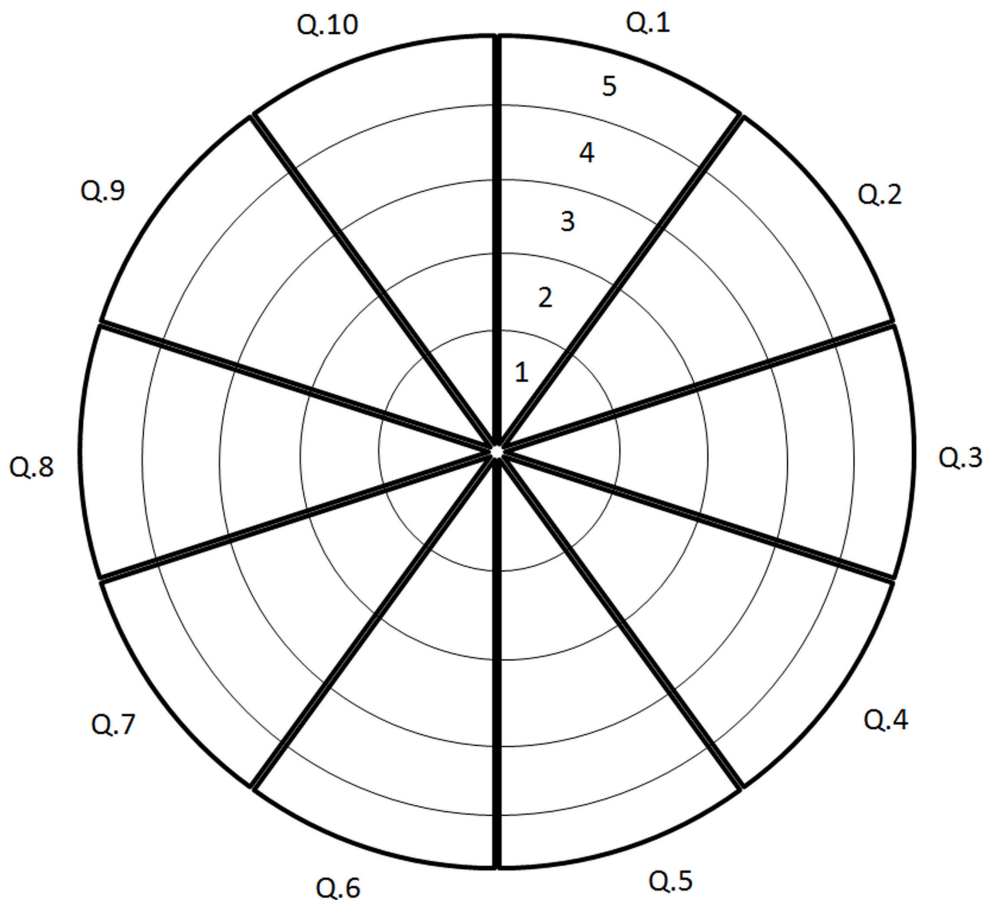
- 1) We understand who is in our community and how to communicate with and involve them in our group/projects in a meaningful way
- 2) We spend time listening to what's important for different people in our community
- 3) We understand current local issues/concerns and can relate Transition messages to these
- 4) We use a range of styles and types of awareness raising and engagement methods (a) for people at different stages of change (b) for different demographic and cultural groups (c) for different themes (d) for people who engage through head, heart and hands
- 5) We know how to put on events that are enjoyable, inspiring, connecting and participative
- 6) We use both altruistic messages (pro-social and environmental) and self-interested messages (about practical benefits) to motivate and engage people
- 7) We have used Open Space and / or similar processes to invite ideas and involvement of local people
- 8) We promote and publicise our events and projects through relevant local media



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## 5) Networks and Partnerships

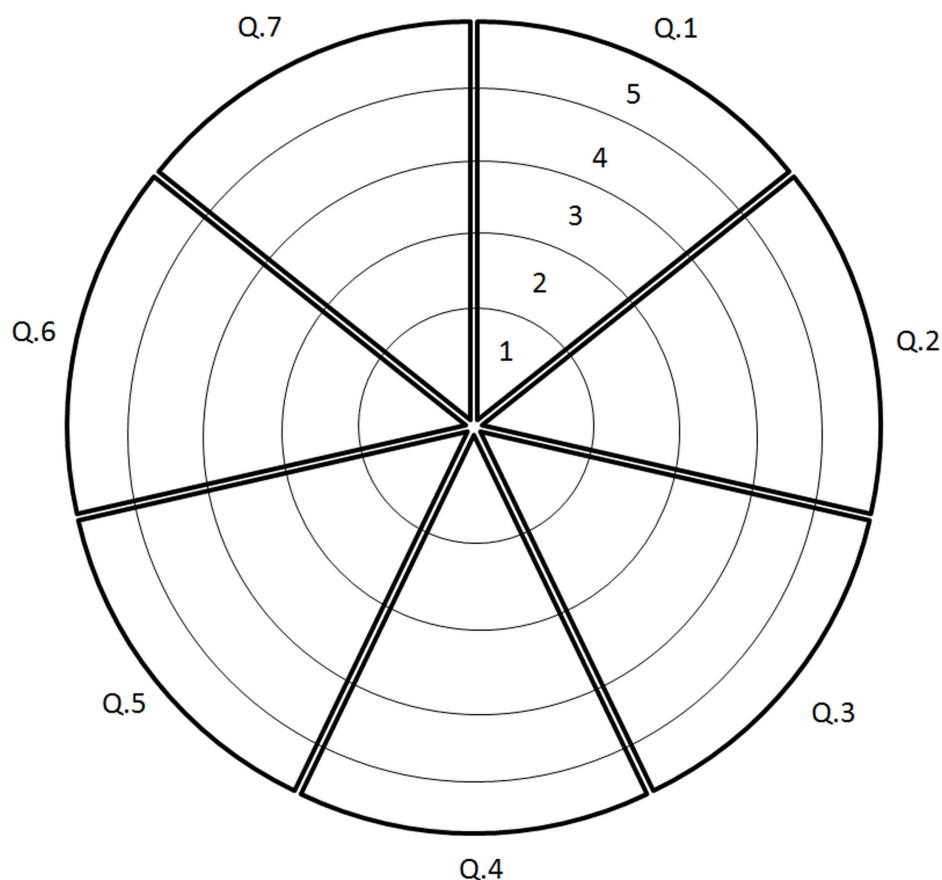
- 1) We have connections with key local organisations such as schools, businesses, landowners, community groups
- 2) We have thought about who to partner with and for what purpose
- 3) We make an effort to do things in partnership with other groups or organisations
- 4) We have made contact with our local government
- 5) Some people involved in the TI have lived in this place for many years
- 6) We are seen by other groups as positive, collaborative, and helpful
- 7) We are connected to a diverse range of groups in our community (e.g. income, ethnicity, life stage)
- 8) We have managed difficulties in our relationship with other groups (if this has occurred)
- 9) [Advanced] We have a strategic plan for networking and partnerships
- 10) [Advanced] We promote the work of other groups in our community



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### 6) Reflect and celebrate

- 1) We feed back what has been achieved to group volunteers/members, wider community and stakeholders
- 2) We take time to celebrate achievements
- 3) We spend time together socially
- 4) We make time/space made for learning and reflection
- 5) We are open to work with and learn from people outside our group/network
- 6) We have established a monitoring system to track and assess how well we are doing, and use learning to adapt our strategy
- 7) We have a creative attitude to experimentation and learn from our failures

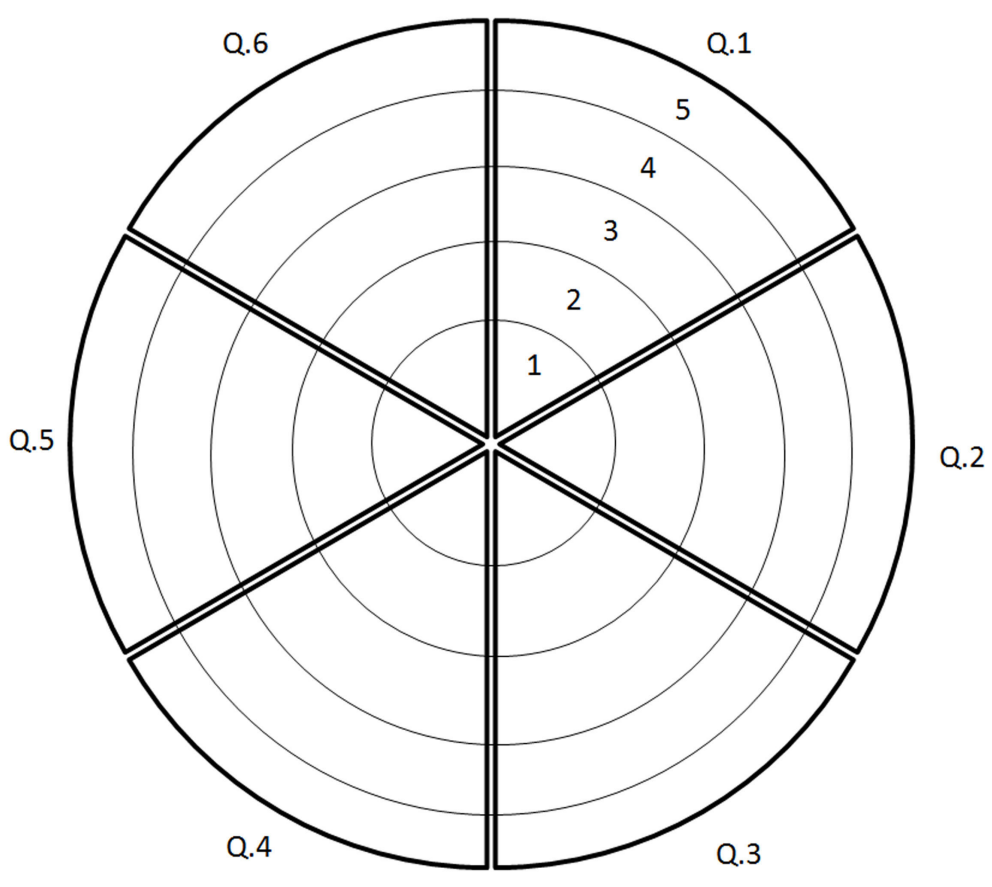




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## 7) Practical Projects

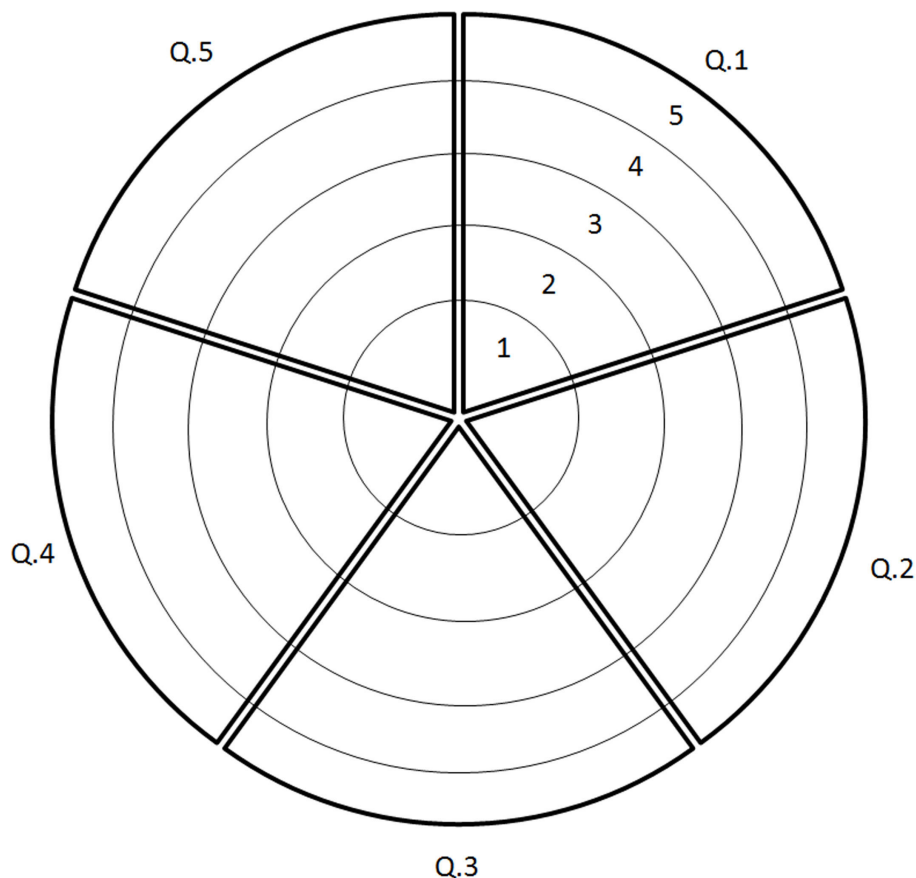
- 1) We run a range of practical projects that benefit local people
- 2) Our projects are relevant and accessible to people on low incomes, with disabilities and from different cultures
- 3) We take active measures to reduce barriers to participation (eg by involving people in the design of projects, ensuring inclusive communication, access to grants, crèches etc
- 4) Our projects have appropriate legal and governance structures and we understand our legal responsibilities
- 5) We have the skills we need to manage and implement our projects effectively
- 6) We know who has expertise locally and how to draw on it



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## 8) Inner Transition

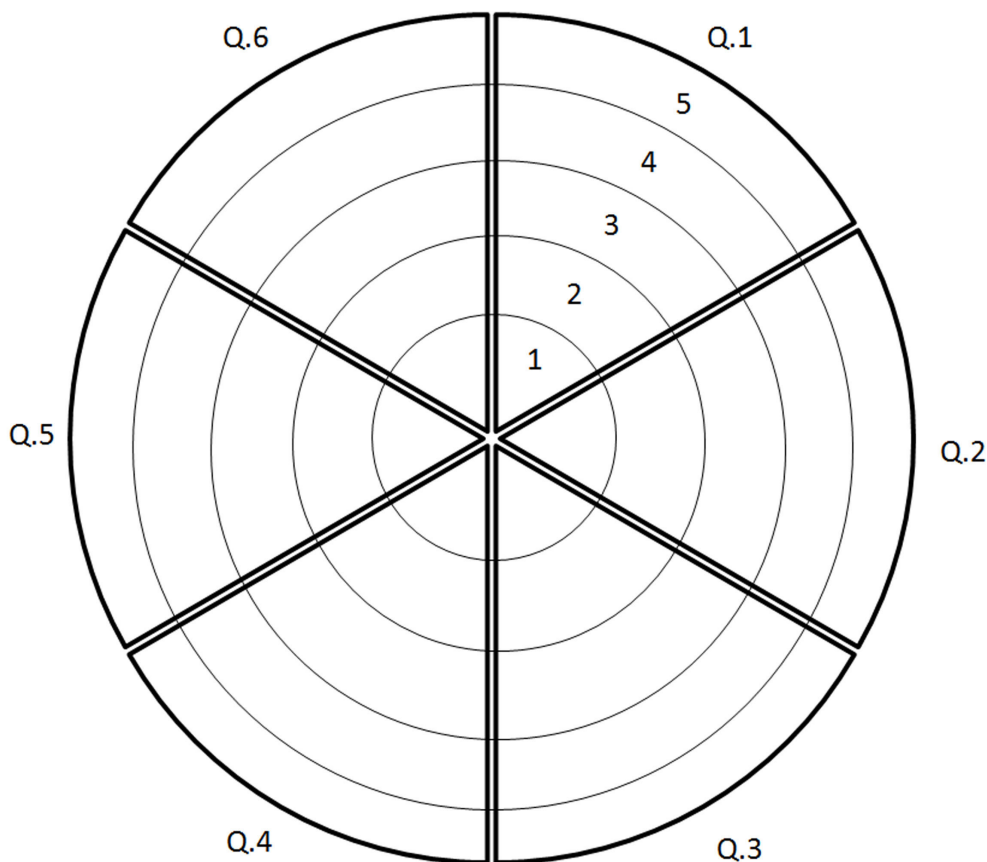
- 1) We are aware of the emotional significance and depth of the issues that transition addresses and understand how to work with these
- 2) We regularly check as individuals and as a group on our personal resilience and risk of burnout
- 3) We understand the need for inner and outer skills within Transition and can include the inner dimension in a way that is accessible
- 4) We have created support structures for ourselves and for others involved in Transition (one to one or group)
- 5) In our group we spend time building trust and deepening our relationships



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### 9) Part of a Movement

- 1) We learn from others in the Transition movement
- 2) We have an established channel of communication with our regional or National hub and/or Transition Network
- 3) When we do something that other groups can learn from we share our learning
- 4) We attend conferences or events (or online webinars or trainings) put on by our regional or national hub or Transition Network
- 5) We make sure that our contact details on our Transition Profile are up to date
- 6) All of our members are signed up to the Transition Network Newsletter



**End.**