

## Levers for Change Tool

*Building inclusive relationships with all of the young people that are served by an organization is a critical but also highly complex task. Trying to address every aspect of that task at the same time is likely to be a formula for failure. A better approach is to focus on one or a limited number of changes that will build support and pressure for further change down the road.*

*Search Institute's applied research has identified ten levers for change that youth-serving organizations can make to build momentum toward becoming truly relationship-rich organizations. The best way to choose which of these levers your organization should seek to push next is to weigh the difficulty of making each change against the positive impact that the change would have on the relationships that all young people experience. To evaluate the best lever for change for your organization at this time, please complete the Levers for Change Tool below.*

Organizational Change Initiative	Degree of Difficulty of Making the Change in Our Organization	Impact on the Relationships That All Young People Experience in Our Organization	Total Points
	Relatively easy to do: 3 pts Moderately difficult to do: 2 pts Very difficult to do: 1 pt	Large positive impact: 3 pts Medium positive impact: 2 pts Small positive impact 1 pt	
1. <u>Mission and Vision</u> : Revise our organization's mission or vision statements or our logic model/theory of action to explicitly emphasize relationships			
2. <u>Time</u> : Increase the amount of time that staff have to build relationships with all young people			
3. <u>Hiring</u> : Improve the processes our organization uses to assess the desire and ability of job applicants to build developmental relationships with all of the young people we serve			

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4. <u>Professional Development</u> : Provide staff with high-quality professional development on building relationships with young people, especially across lines of difference			
5. <u>Performance Evaluation</u> : Include the quality of the relationships staff build with all of the young people we serve into our organization's performance evaluation process			
6. <u>Staff Recognition and Celebration</u> : Launch an ongoing initiative to identify, recognize, and celebrate staff who build strong relationships with all of the young people our organization serves			
7. <u>Data</u> : Collect and analyze data from a survey or another source to gain insight on how all young people experience relationships in our organization			

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8. <u>Family Engagement</u> : Strengthen relationships that staff build with all young people by building stronger relationships with the parenting adults and other families members of the young people we serve			
9. <u>Relationship-Building Tools</u> : Provide staff with structured activities, relationship-building practices, and other practical tools that will help them build developmental relationships with all of the young people they serve			
10. <u>Other Ideas</u> :			

*After reviewing the results above, please write the change initiative(s) that you think your organization should implement in the box below.*