

TRANSFORMATIONAL RELATIONSHIP EVALUATION SURVEY

Created by UC Merced CARE Program and Merced Valley Crisis Center to assess partnership and collaboration.

Adapted from Clayton, P.H., Bringle, R.G., Senor, B., Huq, J., & Morrison, M. "Differentiating and Assessing Relationships in Service-Learning and Civic Engagement: Exploitative, Transactional, or Transformational". Michigan Journal of Community Service Learning, Spring 2010, pp. 5-22.

Instructions:

Campus and community partners each fill this survey out on their own. Circle the number that best describes your collaborative relationship.

Place your rating on the transactional/transformational scale below. To do so, add up the circled numbers. You should have a number between 5-20 which you can place on the scale.

Upon completion use this as a tool to have an in-person conversation with your collaborative partner. You can use the discussion questions as a guide.

Collaborative Partner:
Shared Goals: To what extent would you say that you do or do not have common goals in your collaboration?
1. Generally our goals are at odds
2. Our goals are not connected, but not at odds
3. Our goals converge at some points
4. We have common goals
Decision-Making: When decisions have been made about major events/activities, to what degree have you collaborated?
1. Decisions about major events/activities are made in isolation and without any consideration of the other partner
2. Decisions about major events/activities are made in isolation but with some consideration of the other partner
3. Decisions about major events/activities are made in isolation and with significant consideration of the other partner
4. Decisions about major events/activities are made in consultation with the other partner
5. Decisions about major events/activities are made collaboratively and are generally driven by the interests of one of the other of us.
6. Decisions about major events/activities are made collaboratively and are generally reached through a consensus process that reflects our shared commitment to our shared goals.
Resources: In this partnership
1. One of us has contributed most or all of the resources to the work, and the other has contributed very little or no resources
2. One of us has contributed more resources than the other, but the other has contributed some resources
3. Both of us have contributed significant resources to the work
Conflict Management: If (or when) conflicts arise about the work of this partnership
1. Both of us would actively avoid dealing with the conflict
2. One of us would attempt to deal with the conflict while the other would avoid it.
3. We would both deal with the conflict, but it would be uncomfortable for us.
4. We would both deal with the conflict openly, with the shared expectation of resolving the issue.
Power: In this partnership
1. One of us has most or all of the power, and the other has very little or any power.
2. One of us has somewhat more power than the other.
3. The power is equally shared in this partnership.

Transactional

5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20

Transformational

Transactional Relationships:

Each partner benefits

Usually short-term, project based,
limited commitments,
work within systems,
Maintain separate identities

Transformational Relationships:

Each partner grows

Usually long term, issue-based,
dynamic commitments,
create new systems,
create group identity

Discussion Questions

1. How were ratings similar? How did they differ?
2. Do you and campus or community partner have the capacity to move toward a transformational relationship? What resources do you have together to enable that movement?
3. What do you see as the barriers to partnership development in each of these relationships?