Evaluating Your Board Recruitment Cycle

Each Board Member: Rate your Board of Directors, not your organization, in each of the nine areas of the board recruitment cycle[[1]](#footnote-1). You may use a .5 designation, such as 2.5 or 3.5. Include comments and ideas on ways to improve.

### Scale:

4 = We do this very, very well.

3 = We do this at a satisfactory level.

2 = We do some of this, but our performance is unsatisfactory.

1 = We either do not do this at all or we do this very poorly.

|  |  |  |
| --- | --- | --- |
| Area | Rating | How can we be better? |
| Identify |  |  |
| Cultivate |  |  |
| Recruit |  |  |
| Orient |  |  |
| Activate |  |  |
| Educate |  |  |
| Rotate |  |  |
| Evaluate |  |  |
| Celebrate |  |  |

# Further Instructions

After you have had each board member rate the activities, collate the results and average the scores.

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Area | Board Member 1 | Board Member  2 | Board Member  3 | Board Member  4 | Board Member  5 | Board Member  6 | Board Member  7 | Board Member  8 | Board Member  9 | Board Member  10 | Avg. Score |
| Identify |  |  |  |  |  |  |  |  |  |  |  |
| Cultivate |  |  |  |  |  |  |  |  |  |  |  |
| Recruit |  |  |  |  |  |  |  |  |  |  |  |
| Orient |  |  |  |  |  |  |  |  |  |  |  |
| Activate |  |  |  |  |  |  |  |  |  |  |  |
| Educate |  |  |  |  |  |  |  |  |  |  |  |
| Rotate |  |  |  |  |  |  |  |  |  |  |  |
| Evaluate |  |  |  |  |  |  |  |  |  |  |  |
| Celebrate |  |  |  |  |  |  |  |  |  |  |  |

# Discuss as a Group:

After you have the average scores, also look at areas where the scores had a wide range. (i.e. one board member rated Educate as a 1 and another rate it as a 4)

* Which areas had the lowest scores?
  + Talk about why these scores might be low.
  + Brainstorm activities that can improve the score.
* Activities with wide disparity of scores
  + Use this as an area for education. Ask board members to identify why this area could be interpreted so differently by individuals.
  + Can the board come to a consensus on this area after some discussion?

1. Based on The Board Building Cycle, Berit M. Lakey, 2007, BoardSource [↑](#footnote-ref-1)