**Culture of Philanthropy**

**Five Intervention Points**

**Wheel of Change Assessment**

**ASSESSMENT OVERVIEW**

**Part One:** For each Culture of Philanthropy intervention point, rate where your Foundation falls -- on a scale of 1-5.

1 = In need of serious repair

3 = Could use a tune up

5 = Running in mint condition

|  |  |  |  |
| --- | --- | --- | --- |
| **Intervention Point** | **Hearts & Minds** | **Behaviors** | **Structures** |
|  | The attitudes, beliefs and judgments that are invisible, yet which drive a great deal of behavior  | What people actually do. Who communicates with whom? How do people collaborate...or compete? Who’s in the meeting and who’s left out? How are conflicts resolved? | The structures in place to support behaviors (e.g. the organizational chart, strategic plans, tech. infrastructure, spending budget, personnel policies, donation attribution rules, and, notably, fundraising targets) |
| **Senior leadership** |  |  |  |
| **Key partners within and without including with Sorority and Fraternity partner** |  |  |  |
| **Data** |  |  |  |
| **Goal setting** |  |  |  |
| **Treating the donor as a serious program partner** |  |  |  |

**Part II.** What are some culture of philanthropy experiments you have tried, if any. What are some culture of philanthropy experiments you might try. Either build up strengths or shore up weaknesses.

**Part III.** What experiment could you prioritize in the next month?