

## Next Steps and Potential Pitfalls for Collaborative Leadership Teams

### Guidance Based on Your Team Self-Assessment Results

Congratulations on completing your Collaborative Leadership Team Self-Assessment! Your results give you a snapshot of where your team is today, along with clear markers for growth, focus areas to build on, and common pitfalls to avoid. This guide walks you through what your score means, what progress looks like at your current stage, and the practical steps you can take to move your collaboration forward with purpose and momentum.

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### Level 1: Learning & Talking

**Score: Less than 7** – You’re just getting started—laying the foundation for shared learning and early connection.

**How to Know You’re Making Progress:** Your group is building trust by gathering diverse voices to explore needs and ideas together. You’re shifting from doing for others to learning alongside them.

**What to Look For:** Curiosity, early participation, and increased comfort with sharing stories, questions, or insights.

#### Next Steps:

- **Doing With:** Use community-friendly ways (visuals, stories, short discussions) to explore data and elevate lived experience. Start listening sessions or neighborhood meetups.
- **Local Coordination:** Begin mapping what resources already exist. Shift the conversation from “what’s missing” to “what’s already here and underused?”
- **Collaborative Leadership:** Invite shared facilitation (even informally) and create small discussion roles to increase voice and agency.
- **Intentionality for High Impact:** Focus on a simple, shared purpose. Choose one issue and explore it deeply rather than spreading energy thin.
- **Ripple Effects:** Start with one visible, doable action. Capture and share early reflections and small wins to build energy.

#### Potential Pitfalls:

- **Too much talk, not enough action:** Teams may get stuck in discussion mode without testing ideas or moving toward small wins.
- **Missing key voices:** Without diverse participation, the group may overlook real needs or misinterpret data.
- **Unclear purpose:** Without a shared vision or focus area, energy can feel scattered or unfocused.

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## Level 2: Trusting And Testing

**Score: 8–14** – You’re testing ideas and learning together. Trust and momentum are building.

**How to Know You’re Making Progress:** Your group is moving from discussion to experimentation. Members feel more confident sharing their opinions and trying new things.

**What to Look For:** Greater participation, shared planning, and early evidence of ideas being acted on together.

### Next Steps:

- **Doing With:** Test new meeting formats or co-led activities that share power and reflect community voices. Use feedback loops to learn together.
- **Local Coordination:** Connect existing services and explore how they can align. Try one new idea for improving access or coordination.
- **Collaborative Leadership:** Use inclusive decision-making tools (like sticky voting, breakout groups, co-created agendas) to shape group direction.
- **Intentionality for High Impact:** Pilot one strategy with a clear goal and a simple way to measure reach and response (how much, how well).
- **Ripple Effects:** Reflect on small actions that sparked new conversations or relationships. Name and celebrate “ripples” that show early influence.

### Potential Pitfalls:

- **Jumping to solutions too quickly:** Teams may rush to implement ideas before fully understanding community needs or context.
- **Fear of failure:** Worrying about getting things “right” may prevent experimentation and learning from missteps.
- **Inconsistent follow-up:** Testing ideas without tracking or reflecting can lead to forgotten efforts and missed learning.

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## Level 3: Partnering And Measuring

**Score: 15–18** – You’ve developed strong relationships and are working together toward shared priorities.

**How to Know You’re Making Progress:** You’re collecting and using data, aligning efforts, and refining your strategy together.

**What to Look For:** Clear roles, stronger team dynamics, and steady progress in your shared focus area.

### Next Steps:

- **Doing With:** Rotate facilitation, co-create agendas, and share leadership visibly among families, youth, educators, and community members.





- **Local Coordination:** Establish routines to update and share your asset map. Strengthen new partnerships by aligning programs and filling gaps.
- **Collaborative Leadership:** Formalize co-leadership roles and decision-making structures. Track how input shapes decisions and improvements.
- **Intentionality for High Impact:** Begin using shared measures across initiatives. Regularly review and refine efforts based on data and impact.
- **Ripple Effects:** Spotlight early successes in local media or social channels. Encourage storytelling to grow energy and widen influence.

#### Potential Pitfalls:

- **Focusing too much on numbers:** Teams might over-prioritize data collection at the expense of relationships or storytelling.
- **Partnership fatigue:** Some members may carry too much of the work if shared roles and responsibilities aren't clear.
- **Celebrating too little:** Without recognizing progress and small wins, motivation can dip even as outcomes improve.

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## Level 4: Leading Together And Improving

**Score: 19–21** – Your group is a powerful collaborative team with shared leadership and visible impact.

**How to Know You're Making Progress:** Your efforts are data-driven and responsive. Community members feel ownership and momentum is spreading.

**What to Look For:** Distributed leadership, structured collaboration, and consistent improvement across the work.

#### Next Steps:

- **Doing With:** Co-lead regional events or forums where partners share leadership and shape agendas. Reach disconnected families in creative ways.
- **Local Coordination:** Share your asset map publicly. Mentor others in conducting mapping and aligning resources.
- **Collaborative Leadership:** Support new leaders and diversify your facilitation team. Establish group norms and agreements that can model for others.
- **Intentionality for High Impact:** Prioritize what's working and stop what's not. Align efforts to strategic goals and advocate for shared resourcing.
- **Ripple Effects:** Document your model. Share your approach with others who want to replicate or adapt it. Strategically plan more "small wins" to maintain energy.

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## Potential Pitfalls:

- **Losing touch with new voices:** As the group matures, it may forget to keep inviting fresh perspectives into leadership.
- **Too much structure, not enough flexibility:** Formal processes can become rigid or bureaucratic if not regularly revisited.
- **Improvement without storytelling:** If improvements aren't shared publicly, others may not see or learn from your success.

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## Level 5: Inspiring Action And Mobilizing Efforts

**Score: 22–25** – Your team is sparking broad change and building momentum across communities.

**How to Know You're Making Progress:** You've become a source of energy, inspiration, and influence. Other communities are replicating your model.

**What to Look For:** A movement growing from your efforts—more leaders stepping up, more partners joining, and policy or practice shifts taking hold.

### Next Steps:

- **Doing With:** Mentor other groups to adopt a “doing with” approach. Share tools, models, and structures that support shared power and authentic voice.
- **Local Coordination:** Build multi-community collaboratives. Push for systems-level coordination to remove duplication and fill gaps.
- **Collaborative Leadership:** Support replication of your collaborative structures statewide. Provide peer coaching to new teams.
- **Intentionality for High Impact:** Use data and stories to advocate for policy change. Help shape budget and resource allocation toward what works.
- **Ripple Effects:** Leverage momentum to influence public will. Share your story in state-level convenings. Encourage others to start small and grow big.

### Potential Pitfalls:

- **Burnout risk:** As momentum grows, core leaders may take on too much without building a broader bench of leadership.
- **Losing sight of local roots:** Scaling success too quickly can disconnect the work from community needs and values.
- **Replication over reflection:** Replicating efforts without adapting them to new contexts can lead to diminished impact.





## What to Expect Next from the Prichard Committee as Your Ongoing Partner

If someone from your team completed the [online Collaborative Team Self-Assessment](#), you are now part of our statewide network working to strengthen collaborative team and individual leadership development efforts across Kentucky. This means we can connect with you about upcoming webinars, trainings, resources, and networking opportunities.

**Join the Groundswell** [prichardcommittee.org/groundswell/](http://prichardcommittee.org/groundswell/) Joining the Groundswell means you will receive updates from the Prichard Committee, event invitations, and new resources to keep you plugged in all the action.

**Additional resources and to learn more about the Prichard Committee visit** [prichardcommittee.org/](http://prichardcommittee.org/)

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