Problem 1: Communication with Community Resources

Difficulty understanding role/responsibilities of the coalition and its members

Knowledge

1 – No Knowledge
Members new to the coalition
Newly formed coalition; less than 6 months old
New coalition or going through major changes

2 – Minimal knowledge
In transition or young/new coalition or new members
Members somewhat clear about their role in the coalition and community

3 – Basic knowledge
Know some detail about the coalition’s work but rely on others to lead
Some members understand some coalition processes and purpose
Some members know how coalitions work and their role within the group

4 – Adequate knowledge
Most members know about roles, relationships and effective communication within the coalition.
Most members understand their role and responsibilities within the coalition

5 – Superior knowledge
All members know about the coalition’s purpose and process
All members understand their role and how to be effective communicators within the coalition and within the community.

Behavior

1 - Not appropriate behavior
Non-democratic process used during meetings
Rare/poor attendance
Members monopolize the conversation
Facilitator is ineffective; controlling
Members speak for own organization and disregard coalition
Do not engage other community resources

2 – Rarely appropriate behavior
Rarely uses the democratic process for coalitions
Sporadic attendance  
Facilitator is rarely effective during meetings  
Coalition is disjointed

3 – Inconsistently appropriate behavior  
The democratic process is inconsistently used during meetings  
Some members participate in discussions  
Some members attend the meetings

4 – Usually appropriate behavior  
The democratic process is used most of the time  
The majority of members attend meetings  
Often members participate in discussions and decisions  
Facilitator usually gets responses from members as requested  
Appropriate forms of communication are usually used and effective

5 – Consistently appropriate behavior  
Other members step in to keep the conversation going  
Cohesive and democratic group process  
Group works toward consensus  
Uses various and appropriate forms of communication  
Facilitator get responses from members as requested  
Effective; timely communication with members  
Members actively engaged in decision making

Status

1 – Extreme signs/symptoms  
Coalition works in a silo  
Does not seek resources outside coalition meetings  
An ineffective coalition for the community

2 – Severe signs/symptoms  
Coalition often works in silos  
Rarely seeks resources outside coalition meetings  
Rarely connects with the community

3 – Moderate signs/symptoms  
Sometimes works in silos  
Often seeks resources outside coalition meetings  
Somewhat effective within the community

4 – Minimal signs/symptoms  
Shows effective networking skills most of the time  
Readily seeks resources outside of meetings
Coalition is engaged in the community

5 – No sign/symptoms
  Effective networking
  Uses the coalition and community as resources
  Effective coalition that meets the community needs

Interventions:

Interaction – Coordination among members and the community – coalition building

Communication – Other-public health perspective and strategies

Continuity of Care – Coordination among members – group dynamics, group capacity to address the issue

Problem 2: Interpersonal Relationship

  Difficulty establishing/maintaining relationships within the coalition
  Incongruent values/goals/expectations/schedules
  Challenging group dynamics from inception

Knowledge

1 – No Knowledge
  Members unaware of group dynamics/working with groups

2 - Minimal knowledge
  Members have mixed expectations and values for the coalition
  Have some knowledge of group dynamics

3 – Basic knowledge
  Understands group process
  Some understand their role in the coalition

4 – Adequate knowledge
  Most members understand their role in the coalition
  Clearly understand group values and expectations

5 – Superior knowledge
  Understands and works to improve group dynamics for the benefit of the coalition
**Behavior**

1 – Not appropriate behavior
   Members rarely participate in coalition meetings; No contact with other members outside of meetings

2 – Rarely appropriate behavior
   Limited engagement with other members
   Develop roles that interfere with the group process

3- Inconsistently appropriate behavior
   Some interaction with other members outside of meetings
   Sometimes the majority of members participate in the coalition meetings

4 –Usually appropriate behavior
   Often participates in the coalition and engages other members as resources
   Often interacts with members outside of meetings

5 –Consistently appropriate behavior
   Members share leadership role
   Active sub-committees
   Members volunteer for tasks and duties
   Members fully participate in the coalition and engage other members outside of meetings as resources
   Majority of coalition members have a good working relationship with each other
   Members help form a cohesive group

**Status**

1 – Extreme sign/symptoms
   Tense, volatile atmosphere
   Ineffective communication within the coalition

2 – Severe sign/symptoms
   Limited, brief communication and interaction; often tense

3 – Moderate signs/symptoms
   Some limited, polite communication and interaction
   Sometimes engages new members
   Sometimes members communicate effectively

4 - Minimal signs/symptoms
   Some warm, usually polite, rarely tense communication and interaction
   Most members have a good working relationship within the group

5 – No signs/symptoms
Frequent, open communication and interaction
Opportunities to get to know each other
Opportunities for networking

Interventions:
Communication – develop/improve skills; foster positive group interactions, improve ability to impact the community

Support systems – work associates; role model positive interaction skills within the group

Interaction – status of relationships; how well do individuals get along and work together