
Assessing the Individual's Perceptions

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What is most important in moving toward shared governance is that there be a clear understanding about what it means to the individual and what it means to the institution. The reasons for interest in the process are many and varied. There is no single right reason or basis for interest. What is important is that the *real* reasons be clear and apparent to all involved. Honesty at the outset is the essential basis for exploring the values of shared governance and how they relate to the organization. The following personal and individual questions are helpful:

1. What do I want to know about shared governance?
2. What is my personal interest in shared governance? Why do I want it?
3. What frustrations do I see in my practice that raise questions about what currently is in place where I am?
4. How do I think my supervisor (boss) would respond to the thoughts I'm having about the organization?
5. Do I have a number of reasons not to like the way things are now:
Am I angry?

Am I burned out?

N O T E S

N O T E S

Am I disgusted?

Do I still like my work?

How do I think my colleagues feel?

Am I alone in these feelings?

How would shared governance address any of these issues? If it is something that I only have heard about, what is it that I think shared governance can do for my workplace?

QUESTIONS ABOUT THE ORGANIZATION

Often there is something about the place within which you work that creates a great deal of concern. Although many of the personal questions above can reveal this, sometimes it is better to think about the organization more objectively and identify those things that are of the most concern from your perspective. Taking time to write them helps formalize your thinking and give it clearer meaning:

The three things I most dislike about this workplace are:

1.

2.

3.

The three things I most like about this workplace are:

1.

2.

3.

My thoughts about my ability to do my work here are:

The staff is generally satisfied with working here except for:

The administration here is generally good but could be better if it:

I feel that I have been able to accomplish the following three things since I have been in this organization:

1.

2.

3.

N O T E S

N O T E S

The goals I most wanted to be able to accomplish in my work but haven't been able to are:

1.

2.

3.