

# How Cross-Generationally Friendly Is Your Chapter? Inventory

(Adapted from Zemke, Raines and Filipczak, Generations at Work, 2000)

## Accommodating Member Differences

1. There is no one successful “type” in our chapter. Officers and members are a mix of ages and ethnicities.

1	2	3	4	5
Completely false	Somewhat false	Somewhat true/somewhat false	Somewhat true	Completely true

2. When a project or program is put together, members with different backgrounds, experiences, skills, and viewpoints are consciously included.

1	2	3	4	5
Never	Rarely	Occasionally	Usually	Always

3. Members are treated like valued patrons.

1	2	3	4	5
Never	Rarely	Occasionally	Usually	Always

4. There is lots of conversation--even some humor--about differing viewpoints and perspectives.

1	2	3	4	5
Never	Rarely	Occasionally	Usually	Always

5. We take time to talk openly about what individuals are looking for as members of the chapter... what makes meetings rewarding... what type of schedules and policies work best.

1	2	3	4	5
Never	Rarely	Occasionally	Usually	Always

## Creating Chapter Choices

6. Our atmosphere and policies are based on the Seven Purposes, the work of the chapter being done, and the preferences of the members.

1	2	3	4	5
Completely false	Somewhat false	Somewhat true/somewhat false	Somewhat true	Completely true

7. There is behind-the-back complaining, passive-aggressive behavior, or open hostility among groups of members.

1	2	3	4	5
Completely true	Somewhat true	Somewhat true/somewhat false	Somewhat false	Completely false

8. There is a minimum of bureaucracy and “red tape” in our chapter.

1	2	3	4	5
Completely false	Somewhat false	Somewhat true/somewhat false	Somewhat true	Completely true

9. The meeting atmosphere is described as relaxed and informal.

1	2	3	4	5
Completely false	Somewhat false	Somewhat true/somewhat false	Somewhat true	Completely true

10. There is an element of fun and playfulness about most endeavors that our chapter undertakes.

1	2	3	4	5
Completely false	Somewhat false	Somewhat true/somewhat false	Somewhat true	Completely true

### **Operating From a Flexible Organizational Style**

11. Officers and members in our chapter are a bit more “polished” or professional than in most other organizations.

1	2	3	4	5
Completely false	Somewhat false	Somewhat true/somewhat false	Somewhat true	Completely true

12. The Executive Board adjusts policies and procedures to fit the needs of individuals and the chapter.

1	2	3	4	5
Never	Rarely	Occasionally	Usually	Always

13. Officers and members alike are known for being straightforward.

1	2	3	4	5
Never	Rarely	Occasionally	Usually	Always

14. Officers give members the big picture along with specific goals for their committees, then turn them loose.

1	2	3	4	5
Never	Rarely	Occasionally	Usually	Always

### **Respect for Competence and Initiative**

15. We assume the best of and from our members; we treat everyone--from the newest initiate to the most seasoned member--as if they have great things to offer and are motivated to do their best for the chapter.

1	2	3	4	5
Never	Rarely	Occasionally	Usually	Always

### **Nourishing Retention**

16. We are concerned and focused on retention of our members.

1	2	3	4	5
Never	Rarely	Occasionally	Usually	Always

17. We offer lots of mentoring for new initiates.

1	2	3	4	5
Completely false	Somewhat false	Somewhat true/somewhat false	Somewhat true	Completely true

18. We encourage members to serve on all committees that support the chapter, not single assignments that last forever.

1	2	3	4	5
Completely false	Somewhat false	Somewhat true/somewhat false	Somewhat true	Completely true

19. Committee assignments are broad, providing variety and challenge, and allowing each member to develop a range of knowledge of the Society.

1	2	3	4	5
Never	Rarely	Occasionally	Usually	Always

20. We market our chapter both internally and externally, extolling the virtues of membership and continually looking for ways to improve.

1	2	3	4	5
Never	Rarely	Occasionally	Usually	Always

**If Your Score Was:**

**Under 70** The chapter is in danger.

**70-79** This is typical of most chapters. Although some good things are being done, major improvements must be made if the chapter is going to survive and thrive in today's world.

**80-89** A good job is being done, but there is room for improvement.

**90-100** Congratulations! Membership is not only strong, but the atmosphere that has been created is so attractive that recruiting new members takes care of itself. Great job!