



Shared/Professional Governance Maturation Survey

This survey is designed to assess the maturity core elements within your organization's shared/professional governance structure.

Please rate your level of agreement with each statement as it applies to your organization and/or your unit/department-based councils.

Scale:

5 = Strongly Agree | 4 = Agree | 3 = Neutral | 2 = Disagree | 1 = Strongly Disagree

Question	Organizational Council(s)	Unit/Dept Council(s)
1. Our organization has a shared/professional governance structure in place that staff and leaders understand.	1 2 3 4 5	1 2 3 4 5
2. Councils meet at least every 4-6 weeks.	1 2 3 4 5	1 2 3 4 5
3. Council meeting agendas are developed by the chair and co-chair.	1 2 3 4 5	1 2 3 4 5
4. Council meeting agendas and minutes are distributed for all staff to review.	1 2 3 4 5	1 2 3 4 5

5. Councils use data to set goals and create action plans.	1 2 3 4 5	1 2 3 4 5
6. Progress of the council's goals and action plans is regularly communicated to staff and leaders.	1 2 3 4 5	1 2 3 4 5
7. Councils use consensus decision-making to make decisions and have authority to act on those decisions.	1 2 3 4 5	1 2 3 4 5
8. Council vacancies are filled through an application and selection process.	1 2 3 4 5	1 2 3 4 5
9. Councils' chairs, co-chairs, and members receive a structured orientation before assuming their roles.	1 2 3 4 5	1 2 3 4 5
10. The Leaders role in shared/professional governance councils is to support the chair, co-chair and council work.	1 2 3 4 5	1 2 3 4 5
Add together the scores from all questions:		

Scoring Guide and Interpretation:

42-50	<i>High Performing</i>	Keep up the great work! Shared/Professional governance is fully embedded in your organizational culture with strong leadership support and consistent staff engagement.
33-41	<i>On the Right Track</i>	Solid foundation; some gaps or inconsistencies remain. There are opportunities to refine your shared/professional governance structure and processes.
24-32	<i>Needs Focused Improvement</i>	Shared/professional governance structure and processes are inconsistently utilized. Invest in education, communication, and staff engagement.
10-23	<i>Urgent Improvement Needed</i>	Limited evidence of Shared/professional governance utilization. Structures and processes are minimal, inconsistent, or not well understood. Requires strategic focus to build awareness, skills, and consistent use of structures and processes.

**Shared governance doesn't happen by chance—it happens by design.
Email us at CHCM.COM to start building structures that last.**