

Find Your Group: Levels of Community Linkages Across Purpose, Structure, and Process

Instructions for Activity

This activity will help individuals and groups assess the group's level of community linkage for purpose, structure and process. Understanding and discussing these linkages and the congruency (or possibly incongruency) across the function areas can help the group apply an appropriate level of linkage that can increase the likelihood of a community group achieving shared goals and outcomes.

- Print the following pages. The card sort should be completed by each member of the group. How you implement the card sort with your group may determine how many copies of the card sort you may need at any one time. You will need a Card Sort Scoring Worksheet for each person completing the Card Sort. Note that colored copies are not required but can be useful in coding.
- Make a card out of each page.
- Make three sets of cards: Purpose, Structure, and Process.
- Take the first set of cards (Purpose), have the person read the statements, and rank the cards by placing at the top the card that is most like the group followed by the card that is next highest and so on. Once the first set is complete, repeat for Structure and Process.
- Use the Card Sort Scoring Worksheet and for each function area (Purpose, Structure, and Process) code the cards by giving a 5 for the card at the top, followed by 4, and so on. At the bottom half of the sheet, write the color and shape (i.e., blue triangle) for the highest ranking card for each of the function areas. Using the legend, identify the level of linkage (i.e., cooperation) for each of the function areas.
- Using CYFAR web site, create a group under the tool Find Your Group and under the specific group enter all of the Card Sort Scoring Worksheets.

Purpose

- The purpose of this group is to dialog and come to a common understanding about an issue.
- The purpose of the group is to be a clearinghouse for information.

Purple Circle



Purpose

- The purpose of the group is to match needs.
- The purpose of the group is to reduce duplication of services and ensure tasks are done

Blue Triangle



Purpose

- The purpose of the group is to share resources to address common issues.
- The purpose of the group is to create something new (e.g., program) from shared resources.

Green Diamond



Purpose

- The purpose of the group is to share resources from existing systems.
- The purpose of the group is to develop commitment for a minimum of three years.

Orange Hexagon



Purpose

- The purpose of the group is grounded in a shared vision and measurable benchmarks.
- The purpose of the group is to build an interdependent system that is formalized and includes a commonly defined mission, structure, and plan.

Red Star



Structure

- Roles of this group are loosely defined.
- There is a loose and flexible link among members.

Purple Circle



Structure

- Roles are somewhat defined.
- The semi-formal links are advisory.
- There is a central body of people within the group that acts as a communication hub.
- The group leverages and/or raises money.

Blue Triangle



Structure

- Roles are clearly defined.
- There are formal links.
- There is a central body of people within the group that act as decision makers.
- The group develops new resources and a joint budget.

Green Diamond



Structure

- Member roles and time are clearly established.
- Links are formal with written agreements.
- All members are involved in decision making.
- The group develops new resources and a joint budget.

Orange Hexagon



Structure

- Member roles and time are formalized.
- Links are formal and written with work assignments.
- Decisions are made through group consensus.
- There are formal evaluation processes.
- There is a new pooled budget.

Red Star



Process

- There are few decisions made.
- The group experiences little conflict.
- Communication between members is informal.
- The group has a convener.

Purple Circle



Process

- Complex decisions are made.
- The group experiences some conflict.
- Formal communication among members is facilitated.
- The group has a facilitator.

Blue Triangle



Process

- There are several decisions made at multiple levels.
- The communication process is clear and frequent.
- There is a leader who is focused on the issue.

Green Diamond



Process

- A formal decision making process is in place that includes all members.
- The communication is formal, common, and prioritized.
- There is shared leadership among the members of the group.

Orange Hexagon



Process

- Decisions and ideas are equally shared through a structured process.
- There is a highly developed communication strategy which occurs at multiple levels.
- There is shared leadership that involves a high level of trust and high productivity.

Red Star























Card Sort Scoring Worksheet

Instructions: Using the placement of the cards, complete the following by coding a 5 for the color/shape that is at the top of each set of cards, followed by a 4 and so on. Next write for the color/shape of the highest card (most like the group or a 5) and then use the legend to determine the level of linkage for each function area. Using CYFAR web site, create a group under the tool [Find Your Group](#) and under the specific group enter all of the Card Sort Scoring Worksheets.

Group: _____

Name: _____

	Purpose	Structure	Process
Purple Circle 			
Blue Triangle 			
Green Diamond 			
Orange Hexagon 			
Red Star 			
Highest Ranking Card:	_____	_____	_____
Level of Linkage:	_____	_____	_____


Networking

Purple Circle 


Cooperation

Blue Triangle 

Coordination

Green Diamond 

Coalition

Orange Hexagon 

Collaboration

Red Star 