We assert that the relationship between the ED/CEO and DOD/CDO matters to fundraising effectiveness and to organizational behavior as a whole. The following questions provide a tool for assessing how you each view your current partnership. We suggest independently taking this “survey” and then jointly comparing and discussing the results. There is no right or wrong answer, rather this is a tool to discuss many of what we believe are key factors in making the partnership work.

1. The ED/CEO – DOD/CDO is the most visible partnership within the organization and people’s perception of the relationship can have a strong effect on its success. On a scale of 1 (not at all) to 10 (constantly) rate how frequently each of these groups has occasion to scrutinize and meaningfully observe interactions between the two positions:
   a. Donors ______
   b. Other staff: ______
   c. Board members: ______

2. From the following list, pick the top 3 words or terms you think these outside viewers would use to describe your partnership. If you think it varies by audience (Question 1), make a list for each.

   Cordial                  Confusing
   Competitive             Effective
   Synergistic             Respectful
   Synchronized            Inequitable
   Trusting                Off-putting
   Evolving                Unbalanced
   Challenged              Inconsistent
   Balanced                Collaborative
   Non-functional          Creative
   Mutually supportive     Tense
   Telepathic              Energetic
   Empowering              Counterproductive
   Remarkable              Inspiring
   Productive              Fun
3. For the following statements indicate your level of agreement.
   Scale: 1-Completely disagree up to 5-Completely agree

   ____ I feel comfortable knowing when to ask for support from the other person
   ____ I feel we work well together to anticipate and communicate challenges
   ____ I feel each of us trusts and supports the other in their role
   ____ I feel we empower each other to lead when the situation calls for it
   ____ I feel we are able to helpfully improve each other’s work
   ____ I feel we play to each other’s strengths
   ____ I feel we “read” a donor’s reactions and needs similarly
   ____ I feel we present a unified point of view to all staff
   ____ I feel we are able to be flexible in many ways as a team
   ____ I feel our successes are appropriately shared and celebrated
   ____ I feel we both manage our egos well
   ____ I feel we understand each other’s strengths and weaknesses
   ____ I feel we understand the pressures of each other’s roles
   ____ I feel we each understand when it is ok to make decisions that impact the other
   ____ I feel we share the same organizational vision
   ____ I feel this was the right partnership from the beginning
   ____ I feel that I can be more successful in my role because of my counterpart
   ____ I feel that my counterpart stands up for me when needed
   ____ I feel that we share the “worry burden” about fundraising and its role in the organization’s financial picture