

Critical mass model: diocesan assessment

Any system needs *enough people* at its emotional and functional center - a critical mass - to create the energy, focus, and output to accomplish the work of that organization. For a diocese there needs to be a critical mass of people who possess the spiritual maturity, emotional intelligence, and leadership ability to advance the aims of the diocese.

1. There is a solid core of committed and competent people at the center of our diocesan life

| | | | | | |
|-----------|---|---|---|---|-------------|
| Very Weak | | | | | Very Strong |
| 1 | 2 | 3 | 4 | 5 | |

2. That core of people show competence and commitment in these areas:

a. Spiritual maturity

| | | | | | |
|-----------|---|---|---|---|-------------|
| Very Weak | | | | | Very Strong |
| 1 | 2 | 3 | 4 | 5 | |

b. Emotional intelligence

| | | | | | |
|-----------|---|---|---|---|-------------|
| Very Weak | | | | | Very Strong |
| 1 | 2 | 3 | 4 | 5 | |

c. Leadership ability

| | | | | | |
|-----------|---|---|---|---|-------------|
| Very Weak | | | | | Very Strong |
| 1 | 2 | 3 | 4 | 5 | |

3. The emotional and spiritual connection (“glue”) of those in diocesan leadership

In some dioceses, there are many individuals with these qualities but the system itself fails to achieve critical mass. This can occur because individuals operating in isolation, no matter how skilled, will not have much impact on the system overall – particularly as the system gets larger, more complex, and more dispersed. There must also be adequate connection or “glue” among people. There must be opportunities for productive conversation, and development of shared understanding of purpose to set loose the dynamics that allow the system to leverage the gifts of individuals.

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|-----------|---|---|---|---|-------------|
| Very Weak | | | | | Very Strong |
| 1 | 2 | 3 | 4 | 5 | |

4. As a diocese we have tended to get a bit obsessed about those who are cynical, passive or dependent/counter dependent

| | | | | | |
|--------------|---|---|---|---|-------------------|
| Very much so | | | | | Almost not at all |
| 1 | 2 | 3 | 4 | 5 | |

5. There *is/has been* (circle one) an emotional inversion in the diocesan leadership in which those who are most cynical, passive or dependent/counter dependent have set the climate/tone of the diocese.

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|--------------|---|---|---|---|-------------------|
| Very much so | | | | | Almost not at all |
| 1 | 2 | 3 | 4 | 5 | |