

# Check-up: An overall governance health check

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Before you begin, here are some tips for completing the check-up:

- Do the check-up on your own or as a group and then compare results.
- Does everyone agree on the same problems and strengths? Or do some people see things differently? If so, why?
- Think about getting someone from outside your organisation to conduct the process, so that each person can say what he or she thinks, in confidence. That external person can then put the responses together and give you an overall report.
- The check-up uses positive statements because it's important to identify your strengths and not just your weaknesses.

When you've finished the check-up, go back and look at your answers.

'Agree' or 'Strongly agree'	Areas where you feel your governance is working well.
'Disagree' or 'Strongly disagree'	Areas where there might be a governance problem. Look at these more closely and decide what needs to be done.
'Unsure'	Don't ignore your answers here. Are these issues you don't have enough information about, or are they borderline issues? These might only need a bit of work to resolve.

If your ratings show your group or organisation has a governance problem, go through the list again and write what level of priority (low, medium or high) you think applies to each issue raised. This helps identify what your main governance issues are and where to start making changes, which can otherwise seem an overwhelming task.

Once you have identified and ranked your governance problem areas then you can move on to developing ideas for solving these problems, and working out a strategy and set of actions to implement your solutions.

Apply all of these statements to the overall governance of your nation, community, organisation or group. Tick your level of agreement or disagreement, and then decide how much of a priority the statement is for you.

Statements	Strongly agree	Agree	Not sure	Disagree	Strongly disagree	Priority (low/medium/high)
Members of the governing body/leadership group know what their governance roles are, and what they are responsible and accountable for.						
The members of the governing body/leadership group behave ethically, exhibit good behaviour and act as role models.						
The governing body/leadership group gives strong, clear guidance for our future direction, and has a strong governance vision for our group/organisation.						
The governing body/leadership group inspires trust and commitment to our rules and values in our members.						
All our members have a voice in our governance and take part in decision making.						
The governing body/leadership group manages internal conflicts and differences of opinion so that they don't undermine our ability to govern and make good decisions.						
Our governing body/leadership group meetings are well managed and follow sound decision-making processes (For example, there is a focus on our goals and responsibilities, information is provided in an understandable format, there is good feedback and follow-through, and time is managed well).						

The members of the governing body/leadership group understand their financial responsibilities, and are actively engaged in planning our financial and economic future.						
The governing body/leadership group manages our resources well and makes sure they are used effectively and properly.						
The governing body/leadership group communicates well with staff and community members, and there is a high level of trust and feedback.						
Our leaders have strong, constructive networks with other Aboriginal and Torres Strait Islander leaders, and with leaders in government and the wider region.						
We avoid micro-managing by having a clear separation of powers between the governing body/leadership group and those managers working on our day-to-day operations.						
Our managers and governing body/leadership group work well together and get things done.						
We provide cultural and other training for the members of our governing body/leadership group so they can properly carry out their roles and responsibilities.						
We have governance capacity development and training programs for the governing body/leadership group, managers, staff members and young leaders.						
We effectively communicate important issues and decisions to our members and stakeholders.						

We make sure the members of our nation or community have a say in our current and future plans and services.						
The selection or election of our governing body/leadership group is seen to be fair and legitimate.						
We have a low turnover and burnout rate among the people on our governing body/leadership group and staff.						
We regularly evaluate our governance performance and the work of our staff members.						
We recognise and develop the skills and potential of our young leaders.						
We have procedures for fairly dealing with disputes and complaints about our governance.						