

## TOOL #7: ASSESSING TRUST

Trust is essential between merging organizations. Early in the process, your organization must assess not only if the nonprofits are compatible but whether you are confident in placing your trust in the other organization. This worksheet will help you consider that question.

- \_\_\_\_\_ Have the staff from the organizations successfully worked together on programs or projects? (Were those projects successful? Did they endure as expected?)
- \_\_\_\_\_ Are the missions of the two organizations similar or aligned?
- \_\_\_\_\_ Have the CEOs had a successful experience working together on anything before? (Were those projects successful? Did they endure as expected?)
- \_\_\_\_\_ Does your potential partner have a history of maintaining confidentiality? (For its internal operations? With its clients?)
- \_\_\_\_\_ Do the Board Chairs or any of the Board Members know each other?
- \_\_\_\_\_ Do the two organizations share a similarity in value approach?
- \_\_\_\_\_ Do the two organizations agree as to the definition of “quality”? (For their internal operations? For their clients?)
- \_\_\_\_\_ Does your potential partner “walk the talk”? (Does it follow through on its commitments? Does it adhere to its stated mission? Does it have a good reputation in its field?)
- \_\_\_\_\_ When your potential partner makes a mistake, is the mistake acknowledged and corrected?

**Trust is not something you can easily measure. Each organization has to decide for itself if its prospective partner has demonstrated that they are trustworthy or if the organizations need more experience partnering together to develop trust.**