

Coalition Building Diagnostic Assessments

Assessment Name	Purpose	When/Why to Use	Time to Complete
<u>Belbin Team Roles Inventory</u>	Identifies team role preferences and gaps. Ensures coalition has all necessary roles covered.	Team composition planning. When team seems unbalanced. New team formation.	20-25 min
<u>Chasm Crossing Readiness</u>	Assesses readiness to move innovation from early adopters to early majority (Geoffrey Moore's model).	When pilots succeed but scaling fails. Innovation adoption planning. Early majority strategy.	20 min
<u>Coalition Composition Assessment</u>	Analyzes whether coalition has the right mix—formal authority, expertise, credibility, and relationships.	Building new coalitions. When coalition lacks impact. Adding new coalition members.	25 min
<u>Coalition Effectiveness Check</u>	Assesses how well your existing coalition is functioning. Measures alignment, influence, and action.	Quarterly coalition review. When coalition seems ineffective. Midpoint check on change initiatives.	15-20 min
<u>Coalition Network Map</u>	Visual map of coalition relationships, influence patterns, and communication flows.	Understanding coalition dynamics. Identifying gaps or silos. Strategic relationship building.	30 min
<u>Coalition Readiness Assessment</u>	Determines whether conditions exist to build effective change coalition. Assesses leadership support, time, resources.	Before launching change initiatives. When past coalitions failed. Strategic planning.	20-25 min
<u>Coalition Strength Check</u>	Quick assessment of coalition power and influence. Checks both formal and informal authority.	Before major decisions. When facing resistance. Assessing change readiness.	10 min
<u>Level 5 Leadership Self-Assessment</u>	Self-assessment based on Jim Collins' Level 5 Leadership model. Measures humility + will combination.	Leadership development. Self-reflection. Coaching conversations.	15-20 min
<u>Power Base Analysis</u>	Maps sources of power and influence in the organization. Identifies who really controls decisions.	Political navigation. Coalition building. Understanding resistance sources.	25-30 min
<u>Tuckman Stages Identifier</u>	Identifies which stage of team development (Forming, Storming, Norming, Performing) your coalition is in.	New teams. When conflict arises. When productivity stalls. Team development planning.	10-15 min