

The Multidimensional Governance Assessment

Form B: Agricultural Cooperative Board Workshops

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Howdy!

Thank you for your interest in learning more about yourself and your capacity to govern your cooperative. You are about to reflect upon the personal competencies that help you become a more complete and effective board member. The Multidimensional Governance Assessment (MGA) is not a test! Rather, it is intended to help you self-assess your competencies related to governance and leadership in your cooperative. Your individual results are best used to help you contemplate your convictions and related behaviors that impact your influence over yourself, your board, and your cooperative. Your results from the MGA are not directly comparable to the results of others. However, we believe they will prompt valuable discussion among your board members. If you are willing to share your results with us, you will be helping to shape future director training programs and improve our understanding of board dynamics. We promise to keep your results confidential and devoid of any personally identifiable information.

If you choose to share your results, may we also know the following?

Total number of agricultural cooperative boards you have served on. _____

Total collective **number of years** you have served on all cooperative boards. _____

Total number of other types of boards (school board, sports associations, church, etc.) you
have served on. _____

Total collective **number of years** you have served on all other types of boards. _____

Age _____

Gender _____

Instructions

Please respond to each statement honestly and quickly. Your first impression is the best. Select one response for each of the 42 questions. The assessment should take approximately 10 minutes to complete.

		Never	Seldom	Sometimes	Often	Always
	COMPETENCY: _____					TOTAL: _____
1.	I quickly realize when my thoughts turn negative or make me angry.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2.	I am guided by my own internal beliefs and value system rather than what others think, say or do.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.	I am open to new ideas.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4.	I can take a tough, principled stand even if it is unpopular.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5.	I will challenge unethical actions of the board or organization when needed.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6.	I respect the time and interests of others.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7.	I try to be empathetic with other's feelings during board meetings.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

		Never	Seldom	Sometimes	Often	Always
	COMPETENCY: _____					TOTAL: _____
8.	I am open to feedback during discussions with other board members.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9.	I can articulate feelings and emotions appropriately during board meetings.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10.	I strive to show compassion to others in the boardroom.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11.	I can reflect on my actions, learning from my mistakes.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12.	I think clearly and stay focused under pressure when the board must make tough decisions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13.	I constantly strive to improve myself as a board member.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14.	I am willing to change the way of doing things when current methods are not working.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

		Never	Seldom	Sometimes	Often	Always
	COMPETENCY: _____					TOTAL: _____
15.	I freely share my thoughts and feelings with others on the board.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
16.	I will challenge bias and intolerance by speaking up when needed.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
17.	I respect other viewpoints, backgrounds and opinions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
18.	I strive to build rapport with others.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
19.	I like to see others succeed.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
20.	I try to help others develop their strengths.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
21.	I am respectful and courteous toward other board members.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

		Never	Seldom	Sometimes	Often	Always
	COMPETENCY: _____					TOTAL: _____
22.	I actively seek ways to resolve conflicts.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
23.	I try to maintain a positive attitude of the future with other board members.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
24.	I communicate honestly during board discussions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
25.	I actively participate in board discussions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
26.	I try to lead by example.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
27.	I take my role as a director seriously and encourage others on the board to do the same.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
28.	I help ensure that everyone gets the opportunity to speak during board meetings.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

		Never	Seldom	Sometimes	Often	Always
	COMPETENCY: _____					TOTAL: _____
29.	I strive to meet the expectations of the co-op members I represent.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
30.	I am loyal to the cooperative and encourage others to be as well.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
31.	I fully understand the financial implications of board decisions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
32.	I strive to place the best interests of the cooperative over my self-interests.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
33.	I come to board meetings prepared and well informed.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
34.	I disclose any potential conflicts of interest in board decisions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
35.	I strive to understand the needs of members whose situation is different from mine.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

		Never	Seldom	Sometimes	Often	Always
	COMPETENCY: _____					TOTAL: _____
36.	I strive to adhere to the rules and policies of the cooperative.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
37.	I discourage board discussions about decisions that are the responsibility of management.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
38.	I openly and publicly express the value the cooperative provides to the members.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
39.	I consider the strategic plan of the cooperative in board decisions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
40.	I discuss sensitive and confidential information only within the boardroom, or recognized board setting.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
41.	I consider the implied risks to the cooperative when making board decisions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
42.	I actively strive to fulfill board and committee assignments outside of board meetings.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Now What?

As you can see, the MGA is divided into six sections, as follows:

Questions 1-7	Consciousness The quality or state of being self-aware, managing one's emotions, and feeling self-assured.
Questions 8-14	Conduct A mode or standard of personal behavior based on moral principles. The act, manner, or process of carrying on.
Questions 15-21	Connectedness A feeling of belonging to or having affinity with a particular person or group.
Questions 22-28	Interaction The manner of communicating and reacting to others (both verbally and non-verbally).
Questions 29-35	Representation The fact of one person standing for another so as to have the rights and obligations of the person or group represented.
Questions 36-42	Cooperation The act of individuals working together to achieve a defined and common purpose.

Label and total each of the six sections by awarding yourself the following points for each question:

Always	= 4 points
Often	= 3 points
Sometimes	= 2 points
Seldom	= 1 point
Never	= 0 points

Enter your total points for each section on the MGA Goal Sheet, and do a quick "gut check". How do you feel about this competency? If you feel good, mark "Good to go!" If you feel you have a need for growth, then mark "Needs work." Select one competency that "Needs work" and reflect on ways to improve. Write down your goals and put them somewhere you will see them on a regular basis. You may also want to do this activity with your entire board. Average your individual results (don't compare!) and identify a board deficiency, and make goals as a board. Discuss the impact of this goal on board effectiveness at each board meeting until you are ready to set another goal. Don't forget to record these efforts in your board minutes.

ABOUT

The Texas A&M AgriLife Extension Service provides equal access in its programs, activities, education and employment, without regard to race, color, sex, religion, national origin, disability, age, genetic information, veteran status, sexual orientation or gender identity.

Cooperative Management Letter is funded through the Roy B. Davis Professorship in Agricultural Cooperation at Texas A&M University. ©2019



Dr. John Park is a professional educator whose experience in agribusiness marketing and management supports the needs of the modern


agricultural cooperative. As a professor and extension specialist at Texas A&M University, Dr. Park is committed to helping businesses make better decisions and achieve competitive advantages.




Dr. Diane Friend is a farmer, co-op scholar, ag educator, and research associate at Texas A&M University. Her vibrant personality and years of farm


experience culminate in a passion for helping cooperative directors achieve greater success in the boardroom.


CONTACT

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 <http://www.linkedin.com/in/jlpark>

 @johnlpark

DATE: _____

INFLUENCE ON SELF

Consciousness	<table border="1" style="border-collapse: collapse; text-align: center; width: 100%;"> <tr> <td style="width: 20px;"> </td><td style="width: 20px;"> </td><td style="width: 20px;"> </td><td style="width: 20px;">8</td><td style="width: 20px;"> </td><td style="width: 20px;"> </td><td style="width: 20px;"> </td><td style="width: 20px;">12</td><td style="width: 20px;"> </td><td style="width: 20px;"> </td><td style="width: 20px;"> </td><td style="width: 20px;">16</td><td style="width: 20px;"> </td><td style="width: 20px;"> </td><td style="width: 20px;"> </td><td style="width: 20px;">20</td><td style="width: 20px;"> </td><td style="width: 20px;"> </td><td style="width: 20px;"> </td><td style="width: 20px;">24</td><td style="width: 20px;"> </td><td style="width: 20px;"> </td><td style="width: 20px;"> </td><td style="width: 20px;">28</td> </tr> </table>				8				12				16				20				24				28	Needs work. <input type="checkbox"/> Good to go! <input type="checkbox"/>
			8				12				16				20				24				28			
Conduct	<table border="1" style="border-collapse: collapse; text-align: center; width: 100%;"> <tr> <td style="width: 20px;"> </td><td style="width: 20px;"> </td><td style="width: 20px;"> </td><td style="width: 20px;">8</td><td style="width: 20px;"> </td><td style="width: 20px;"> </td><td style="width: 20px;"> </td><td style="width: 20px;">12</td><td style="width: 20px;"> </td><td style="width: 20px;"> </td><td style="width: 20px;"> </td><td style="width: 20px;">16</td><td style="width: 20px;"> </td><td style="width: 20px;"> </td><td style="width: 20px;"> </td><td style="width: 20px;">20</td><td style="width: 20px;"> </td><td style="width: 20px;"> </td><td style="width: 20px;"> </td><td style="width: 20px;">24</td><td style="width: 20px;"> </td><td style="width: 20px;"> </td><td style="width: 20px;"> </td><td style="width: 20px;">28</td> </tr> </table>				8				12				16				20				24				28	Needs work. <input type="checkbox"/> Good to go! <input type="checkbox"/>
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INFLUENCE ON BOARD

Connectedness	<table border="1" style="border-collapse: collapse; text-align: center; width: 100%;"> <tr> <td style="width: 20px;"> </td><td style="width: 20px;"> </td><td style="width: 20px;"> </td><td style="width: 20px;">8</td><td style="width: 20px;"> </td><td style="width: 20px;"> </td><td style="width: 20px;"> </td><td style="width: 20px;">12</td><td style="width: 20px;"> </td><td style="width: 20px;"> </td><td style="width: 20px;"> </td><td style="width: 20px;">16</td><td style="width: 20px;"> </td><td style="width: 20px;"> </td><td style="width: 20px;"> </td><td style="width: 20px;">20</td><td style="width: 20px;"> </td><td style="width: 20px;"> </td><td style="width: 20px;"> </td><td style="width: 20px;">24</td><td style="width: 20px;"> </td><td style="width: 20px;"> </td><td style="width: 20px;"> </td><td style="width: 20px;">28</td> </tr> </table>				8				12				16				20				24				28	Needs work. <input type="checkbox"/> Good to go! <input type="checkbox"/>
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Interaction	<table border="1" style="border-collapse: collapse; text-align: center; width: 100%;"> <tr> <td style="width: 20px;"> </td><td style="width: 20px;"> </td><td style="width: 20px;"> </td><td style="width: 20px;">8</td><td style="width: 20px;"> </td><td style="width: 20px;"> </td><td style="width: 20px;"> </td><td style="width: 20px;">12</td><td style="width: 20px;"> </td><td style="width: 20px;"> </td><td style="width: 20px;"> </td><td style="width: 20px;">16</td><td style="width: 20px;"> </td><td style="width: 20px;"> </td><td style="width: 20px;"> </td><td style="width: 20px;">20</td><td style="width: 20px;"> </td><td style="width: 20px;"> </td><td style="width: 20px;"> </td><td style="width: 20px;">24</td><td style="width: 20px;"> </td><td style="width: 20px;"> </td><td style="width: 20px;"> </td><td style="width: 20px;">28</td> </tr> </table>				8				12				16				20				24				28	Needs work. <input type="checkbox"/> Good to go! <input type="checkbox"/>
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INFLUENCE ON COOPERATIVE

Representation	<table border="1" style="border-collapse: collapse; text-align: center; width: 100%;"> <tr> <td style="width: 20px;"> </td><td style="width: 20px;"> </td><td style="width: 20px;"> </td><td style="width: 20px;">8</td><td style="width: 20px;"> </td><td style="width: 20px;"> </td><td style="width: 20px;"> </td><td style="width: 20px;">12</td><td style="width: 20px;"> </td><td style="width: 20px;"> </td><td style="width: 20px;"> </td><td style="width: 20px;">16</td><td style="width: 20px;"> </td><td style="width: 20px;"> </td><td style="width: 20px;"> </td><td style="width: 20px;">20</td><td style="width: 20px;"> </td><td style="width: 20px;"> </td><td style="width: 20px;"> </td><td style="width: 20px;">24</td><td style="width: 20px;"> </td><td style="width: 20px;"> </td><td style="width: 20px;"> </td><td style="width: 20px;">28</td> </tr> </table>				8				12				16				20				24				28	Needs work. <input type="checkbox"/> Good to go! <input type="checkbox"/>
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Cooperation	<table border="1" style="border-collapse: collapse; text-align: center; width: 100%;"> <tr> <td style="width: 20px;"> </td><td style="width: 20px;"> </td><td style="width: 20px;"> </td><td style="width: 20px;">8</td><td style="width: 20px;"> </td><td style="width: 20px;"> </td><td style="width: 20px;"> </td><td style="width: 20px;">12</td><td style="width: 20px;"> </td><td style="width: 20px;"> </td><td style="width: 20px;"> </td><td style="width: 20px;">16</td><td style="width: 20px;"> </td><td style="width: 20px;"> </td><td style="width: 20px;"> </td><td style="width: 20px;">20</td><td style="width: 20px;"> </td><td style="width: 20px;"> </td><td style="width: 20px;"> </td><td style="width: 20px;">24</td><td style="width: 20px;"> </td><td style="width: 20px;"> </td><td style="width: 20px;"> </td><td style="width: 20px;">28</td> </tr> </table>				8				12				16				20				24				28	Needs work. <input type="checkbox"/> Good to go! <input type="checkbox"/>
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MY GOALS

SELECTED COMPETENCY:	
WHAT I WOULD LIKE TO IMPROVE	
STEPS TOWARD IMPROVEMENT (NEW HABITS)	OBSTACLES TO IMPROVEMEANT
HOW I WILL TRACK MY PROGRESS	