

## Scaling readiness: where does your organisation stand?

### Self-assessment tool

This tool will help you assess your organisation's readiness for growth and understand which areas may need strengthening before taking the next step. Take a moment to reflect on the key aspects that influence your organisation's development and gain a clearer picture of how ready it is to scale. If you identify areas that need improvement or additional support, explore the suggested resources and tools - they will help strengthen your organisation's capacity. It is recommended to use this tool more than once to assess your progress over time and track your organisation's development. It can be completed either by the organisation's leader or together with the team - a joint assessment provides a more comprehensive perspective that can be especially valuable for your organisation's future development.

#### How to use the self-assessment tool:

- Read the six questions covering different areas of your organisation and review the three statements that describe different levels of readiness.
  - Honestly assess your organisation and rate it on a scale from 1 to 10, where:
    - 1-3: significant gaps exist;
    - 4-7: some improvements are needed;
    - 8-10: a strong foundation for growth is in place.
- Choose the number that best reflects your organisation's current situation - not where you would like to be, but where you are today.

Once you have completed all six sections, add up your points to get your total score and better understand your readiness for growth.

1. Vision and social impact										Additional resources	
Does your organisation have a clear vision of the change it wants to create? Is the social problem you are addressing clearly defined, and is there evidence that your solution is effective?										Define the social problem and target audience <a href="https://sua.lv/en/problem-tree/">https://sua.lv/en/problem-tree/</a> <a href="https://www.springimpact.org/toolkit/problem-definition/">https://www.springimpact.org/toolkit/problem-definition/</a> Develop a theory of change to understand your social impact <a href="https://sua.lv/en/theory-of-change/">https://sua.lv/en/theory-of-change/</a> Think about the impact you want to achieve <a href="https://www.springimpact.org/toolkit/intended-impact/">https://www.springimpact.org/toolkit/intended-impact/</a>	
Your organisation has only a general understanding of the social problem and its vision. You assume your solution will work and meet the needs of the target group, but this has not been tested.			Your organisation has defined the social problem and has a vision of the desired change. The solution appears to meet the needs of the target group, but there is no reliable data to support this.				Your organisation has a clear vision and understanding of the desired change. The social problem is well-defined and supported by reliable data, and there is evidence that your solution is effective.			Enter your score here   v	
1	2	3	4	5	6	7	8	9	10		
2. Market research and value proposition										Additional resources	
Has your organisation clearly defined its customer or user? Is there a proven demand for your solution beyond your current context? Is your value proposition clear and does it clearly differentiate your organisation from similar alternatives?										Explore your user experience <a href="https://sua.lv/en/beneficiary-journey-map/">https://sua.lv/en/beneficiary-journey-map/</a>	
Your organisation has not clearly defined its customer or user. You assume there is demand, but this has not been tested. Your value proposition is general and does not clearly stand out from similar solutions.			Your organisation has started defining its customer or user and believes there is demand for the solution. A basic value proposition is in place, but demand has not been fully validated and the differentiation from alternatives is not yet clear.				Your organisation clearly understands its customer or user and their needs. You have validated demand for your solution beyond your current context. Your value proposition is clearly defined, and you can confidently explain how your solution differs from alternatives.			Enter your score here   v	
1	2	3	4	5	6	7	8	9	10		

<b>3. Financial planning and business model</b>										<i>Additional resources</i>
Is your business model viable, tested, and proven at your current scale? Would it remain sustainable as you scale?										Complete your organisation's business model canvas <a href="https://sua.lv/en/organisational-model-canvas/">https://sua.lv/en/organisational-model-canvas/</a> Evaluate who will pay for your solution <a href="https://www.springimpact.org/toolkit/door-and-payer-at-scale/">https://www.springimpact.org/toolkit/door-and-payer-at-scale/</a> Adjust your business model to scale <a href="https://toolkits.reachforchange.org/en/milestone/Business-model-scale">https://toolkits.reachforchange.org/en/milestone/Business-model-scale</a>
You do not have a clear or tested business model. You rely on expected income to cover costs and mostly depend on short-term funding.			You have a basic business model that works at your current scale, but it has not been fully tested in a growth context. You generally understand your costs.				You have a viable and tested business model. You clearly understand your cost structure, revenue streams, and funding sources, and you are confident it will remain sustainable as you scale.			Enter your score here   v
1	2	3	4	5	6	7	8	9	10	<input type="text"/>
<b>4. Leadership and team</b>										<i>Additional resources</i>
Does your organisation have strong leadership with a clear vision? Is your team motivated for scale and equipped with the necessary skills or are able to access them?										Get your team on the same page <a href="https://theteamcanvas.com/">https://theteamcanvas.com/</a> Take the free course about leadership skills and team spirit <a href="https://acumenacademy.org/course/prasad-setty-of-google-on-people-analytics/">https://acumenacademy.org/course/prasad-setty-of-google-on-people-analytics/</a>
The team or leadership does not fully understand what scale entails. There is a lack of motivation, capacity, or key skills, and no clear strategy for accessing external resources.			The leader and team are generally motivated for scale, but there are gaps in skills, capacity, or access to resources.				The organisation's leader has a clear vision for scale. The team is motivated and ready to work together in the scaling process. The necessary skills are available internally or accessible through external experts.			Enter your score here   v
1	2	3	4	5	6	7	8	9	10	<input type="text"/>
<b>5. Organisational management and governance</b>										<i>Additional resources</i>
Does your organisation have a clear and structured governance system with defined responsibilities? Are key processes formalised and clearly established?										Learn about the good governance of your organisation <a href="https://scope-skills.eu/courses/lire/governance/index.html">https://scope-skills.eu/courses/lire/governance/index.html</a>
The organisation operates informally. Governance is unclear, and processes are mostly undocumented and based on intuition.			The organisation operates, but governance and processes are only partially defined or inconsistently documented. Some roles and procedures are not clearly understood.				The organisation is stable and well-structured. Governance roles are clear, and key processes are documented, consistently implemented, and supported by clear procedures.			Enter your score here   v
1	2	3	4	5	6	7	8	9	10	<input type="text"/>
<b>6. Resources and partnerships</b>										<i>Additional resources</i>
Is your organisation able to mobilise financial and human resources and build effective partnerships to support scaling?										Map your stakeholders <a href="https://sua.lv/en/stakeholder-map/">https://sua.lv/en/stakeholder-map/</a>

The resources needed for growth are not clearly identified, and access to them is limited.			Key resources have been identified, but access to them is not yet secured. There is some experience in building successful partnerships.				The organisation has a clear understanding of the resources needed and the ability to attract funding, human resources, and strategic partnerships.			Enter your score here   v	Building partnerships: <a href="https://sua.lv/wp-content/uploads/2023/08/final_roadmaps-l-y-m-pr4_en.pdf">https://sua.lv/wp-content/uploads/2023/08/final_roadmaps-l-y-m-pr4_en.pdf</a> <a href="https://sua.lv/wp-content/uploads/2023/08/checklist">https://sua.lv/wp-content/uploads/2023/08/checklist</a>
1	2	3	4	5	6	7	8	9	10	<input type="text"/>	

After completing the self-assessment, calculate your total score. The minimum possible score is 6 and the maximum is 60. Use the guide below to understand how ready your organisation is for scale.

**6–18 points | Early stage** | Your organisation needs to significantly strengthen several core elements before starting the scaling process. Scaling at this stage may involve high risk.

**19–36 points | Developing stage** | Your organisation is already operating successfully, and several important elements for scaling are in place. However, there are still significant gaps. It is recommended to focus on improving areas that are not yet fully developed.

**37–48 points | High readiness** | Your organisation has a solid foundation to begin scaling. To ensure success, targeted improvements in specific areas are needed.

**49–60 points | Strong foundation for scaling** | Your organisation has the key elements in place to start scaling. To ensure a successful process, continue planning your next steps strategically.

To continue your journey towards greater social impact, make use of the recommended resources and use the [learning loops tool](#), take part in specialised scaling programmes, and seek appropriate support such as mentors or expert advice for developing and implementing your scaling strategy. Also, keep an eye on funding opportunities that can support your organisation's growth.

Every step you take today brings your organisation closer to greater impact! Good luck with your scaling journey!

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