



Lived Experience Leadership Opportunities Assessment

This tool helps you see how well your organization includes people with lived experience in leadership roles on advisory councils. Read each statement and decide how well it describes what your organization is doing right now. Think about how much your organization supports and offers leadership opportunities to people with lived experience.

Scoring Guide:

1 = Not Implemented, 2 = Needs Improvement, 3 = Partially Implemented, 4 = Fully Implemented

Creating a Supportive Environment:	Never (1)	Sometimes (2)	Fairly often (3)	Always (4)
Our space is welcoming, safe, and respectful for individuals with lived experience.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We recognize and honor lived experience as a valuable form of expertise.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Leadership offers mentorship and peer support to help individuals grow in their roles.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Leadership Roles and Responsibilities:	Never (1)	Sometimes (2)	Fairly often (3)	Always (4)
People with lived experience have the chance to take on leadership roles, like being a co-chair or facilitator.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Leadership roles switch often so everyone has a fair chance to participate.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Members with lived experience help plan the meeting agenda and lead the discussions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



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Building Skills Through Training & Development:	Never (1)	Sometimes (2)	Fairly often (3)	Always (4)
We offer skill-building workshops to help people feel more confident.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Training is available in sharing your story, speaking up for others, and being a leader.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We offer networking and mentoring opportunities to help people grow and become stronger leaders.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Compensation & Recognition is Provided:	Never (1)	Sometimes (2)	Fairly often (3)	Always (4)
Individuals receive some form of payment for their contributions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Their work is openly recognized and celebrated with awards, events, or special shout-outs.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Members get chances to speak at important meetings and events outside the group.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



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Supporting People to Have Voice and Choice	Never (1)	Sometimes (2)	Fairly often (3)	Always (4)
People with lived experience help shape policies and programs.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People with lived experience take part in important planning talks.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People with lived experience lead efforts and work to bring about system changes.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Total Score: _ _ / 40

What your Score Means:

30 - 40	20 - 29	10 - 19	0 - 9
Your organization provides strong leadership opportunities-keep up the good work and continue improving.	There are some leadership opportunities, but more work is needed.	Leadership opportunities are limited. Focus on important areas to improve.	Very few or no leadership opportunities. Action is needed right away.

