TURNING OUTWARD PRACTICE TRACKER

HOW TO USE. Complete this tracker **based on your current use** of the Turning Outward practice. For each statement, use the Harwood Rating Scale to rate yourself. Then, give yourself an overall rating at the bottom of the page. Take note of how you're doing on each element of the practice and across. With time, you can see how you, and others, are developing and growing in using the Turning Outward practice and what areas you want to focus on to make progress.

THE HARWOOD RATING SCALE

LIP SERVICE	BUSINESS AS USUAL	STARTING TO IMPROVE	MAKING REAL PROGRESS	I'VE GOT THIS
All talk, but no action	Things haven't changed	Beginning to demonstrate genuine efforts—things are starting to get better	Steadily improving in the right direction, though still room for improvement	Feel confident that things are stable, strong, and moving in a good direction

STATEMENT	LIP SERVICE	BUSINESS AS USUAL	STARTING TO IMPROVE	MAKING REAL PROGRESS	I'VE GOT THIS
Knowing what matters to people (their shared aspirations and concerns).	☐	☐	☐	☐	☐
Using public knowledge to reframe what matters to people, to enlist allies, and to make intentional decisions for taking action.	☐	☐	☐	☐	☐
Discerning and diagnosing the community's stage.	☐	☐	☐	☐	☐
Knowing who to run with (partners and allies) in the community to accelerate the work.	☐	☐	☐	☐	☐
Actively working in the sweet spot—addressing what matters to people and, at the same time, strengthening underlying community conditions.	☐	☐	☐	☐	☐
Making wins and progress visible to people in the community.	☐	☐	☐	☐	☐
Actively recalibrating efforts based on what is being learned together about the community and people's shared work.	☐	☐	☐	☐	☐
Acting within my sphere of influence to get started and get/stay in motion.	☐	☐	☐	☐	☐
Unleashing a chain reaction with others and spreading it like a positive contagion throughout the community.	☐	☐	☐	☐	☐
Staying true to what I value and what I stand for.	☐	☐	☐	☐	☐

At this moment, my overall rating for how I am using the Turning Outward practice *so far* is: ………………………………………………………………………………………

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