



## Linking Systems of Care Coordinator Toolkit

### Creating the Three Conditions for Commitment and Participation

As people decide whether they will invest themselves in a group, they ask themselves these three questions.

1. Am I **In** or **Out**?
2. Do I have some **Power** or **Influence**?
3. Will I be able to **Contribute** or **Learn** something?

#### **Am I In or Out?**

Most of us want to be valued, to have tasks that matter, and to belong. The more “in” we feel, the better we cooperate and engage. The more “out” we feel, the more we withdraw, work alone, lose attention, and limit ourselves and the potential of the group.

#### **Do I have some Power or Influence?**

Faced with situations we can't influence, we feel powerless... and in turn, we may lose self-efficacy. The more “elbow room” we have to shape our circumstances and learning, the more apt we are to work harder and persist.

#### **Will I be able to Contribute or Learn something?**

Tremendous skills, experience, and common sense are present in every group. Limiting assumptions about who can and should do what prevent us from engaging. When we sense that we will have an opportunity to learn or contribute, we step up.

The more Yeses, the better the conditions for commitment and participation.

From Productive Workplaces by Marvin Weisbord.



**Reflection:**  
**Conditions for Commitment and Participation**

Think about the meeting you recalled as a BEST meeting on Worksheet 1. How many Yeses did you have for the three conditions for engagement and commitment?

1. Did I feel **In** or **Out**?
2. Did I have some **Power** or **Influence**?
3. Was I able to **Contribute** or **Learn** something?

What happened in the meeting that let you answer Yes? How did these conditions operate in making this meeting memorably good?



**Observation:  
Conditions for Commitment and Participation**

Observe 2 or 3 meetings you attend. How do you answer the three questions?

1. Do I feel **In** or **Out**?
2. Do I have some **Power** or **Influence**?
3. Am I able to **Contribute** or **Learn** something?

Notice what happens in the meeting that contributes to your answers. What is said and not said? What is done and not done? What engages you and doesn't?

How would you have changed the meeting, if you could have, to improve it?