

LEADING CHANGE TOOLKIT™

TO HELP CHANGE AGENTS AND
CHANGE TEAMS MAKE LASTING
IMPROVEMENTS IN HEALTH CARE

Wilder Collaboration Factors Inventory

Tool's Purpose

The Wilder Collaboration Factors Inventory can be used by individuals to measure and identify the strengths and weaknesses of collaborative groups relative to 22 factors identified by the tool developers to be related to collaborative success (Amherst Wilder Foundation, 2021).

Brief Tool Description

- 44 items scored using a five-point Likert scale. Six categories of 20 collaboration factors:
 - Category 1: Environment (three collaboration factors)
 - History of collaboration or cooperation in the community (two items)
 - Collaborative group seen as a legitimate leader in the community (two items)
 - Favorable political and social climate (two items)
 - Category 2: Membership characteristics Finding the evidence (four collaboration factors)
 - Mutual respect, understanding and trust (two items)
 - Appropriate cross section of members (two items)
 - Members see collaboration as in their best interest (one item)
 - Ability to compromise (one item)
 - Category 3: Process and Structure (six collaboration factors)
 - Members share a stake in both process and outcome (three items)
 - Multiple layers of participation (two items)
 - Flexibility (two items)
 - Development of clear roles and policy guidelines (two items)
 - Adaptability to changing conditions (two items)
 - Appropriate pace of development (two items)
 - Evaluation and continuous learning (three items)
 - Category 4: Communication (two collaboration factors)
 - Open and frequent communication (three items)

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- Establish informal relationships and communication links (two items)
- Category 5: Purpose (three collaboration factors)
 - Concrete, attainable goals and objectives (three items)
 - Shared vision (two items)
 - Unique purpose (two items)
- Category 6: Resources (two collaboration factors)
 - Sufficient funds, staff, materials, and time (two items)
 - Skilled leadership (one item)
 - Engaged stakeholders (one item)

Knowledge to Action Framework Phase(s):

- Assess barriers/facilitators to knowledge use
- Monitor knowledge use

Available Languages: English

Source to Access Tool:

- [Wilder Collaboration Factors Inventory tool](#)
- Dr. Paul Mattessich
 - Tool developer
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Development Article/ Psychometric Article

Mattessich, P. W., Murray-Close, M. & Monsey, B. R. (2001). *The Wilder Collaboration Factors Inventory: Assessing your collaboration's strengths and weaknesses*. Saint Paul, MN: Fieldstone Alliance

Mattessich, P.W., & Johnson, K.M. (2018). *Collaboration: What Makes It Work 3rd edition*. Saint Paul, MN: Fieldstone Alliance

[Click here](#) to learn more about the pragmatic qualities and content validity of this tool.