**Turn Outward**

Key Behaviors

* Use the community as our first frame of reference
* Embrace notion that having to make judgments and choices is part of Turning Outward and innovating
* Approach work as unfolding over time
* Constantly seek to recalibrate efforts
* Talk about work as being connected to something larger than themselves

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| **How does being turned outward affect**  **the following functions?** | **Turned-Outward Examples** |
| **Engaging the community** (e.g., inward: talk only to people we know) |  |
| **Managing relationships and selecting partners** (e.g., inward: keep partners that won’t use community as first frame of reference) |  |
| **Communication** (e.g., inward: only talk about our organization and good work we do) |  |
| **Raising resources** (e.g., inward: all the money and volunteers should come to us) |  |
| **Strategy** (e.g., inward: focus on our programs) |  |

What are the implications of being Turned Outward for decision-making?

How would your community score your organization on the Turn Quiz? What are the

implications?

What is one behavior that you can change to further incorporate a Turned-outward mindset

in your work?

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