

THEME	TYPICAL PROBLEMS / ISSUES	PATH IN THE TOOLBOX
Working with Volunteers	We don't have enough volunteers. / Volunteers leave us. / Volunteers are not working responsibly. They are not included.	<i>Path of the Millipede</i>
Internal Communication and Decisions	One person decides everything. / Our meetings are not effective. / We don't listen to each other. We don't know about each other's work.	<i>Path of the Rings</i>
Roles and Responsibilities	We don't know who is doing what. / Everyone is doing everything. Some people are doing everything. / People feel like they can't do the things they like.	<i>Path to the Perfect Puzzle</i>
Strategy	We have no strategy. / Our established strategy needs reworking because things around us have changed. / We don't know what the future will bring but we still need to plan some things.	<i>Path to True North</i>
Risk and Resilience	Our environment is in turbulence. / We are not prepared for crisis and change.	<i>Path through the Rocky Canyon</i>
Vision and Mission	We don't share a vision. We have different ideas of why we do our work. / We get lost in activities. We need a compass to navigate through our options.	<i>Path to the Lighthouse</i>
Knowledge and Learning	We do not relay knowledge to new members of our team. / We have a lot of turn over and people who leave take a lot of experience with them. / We have no way of learning as an organization.	<i>Path of the Wizard</i>
Financial Model	We never have money. / Donors don't see our value. We need to talk to them more effectively. / We want to find new ways of funding and fundraising.	<i>Path of the Golden Cat</i>
Working with Funders	The relationship to our funders is lacking trust and eye-level cooperation. The institutions that fund us need to understand better what we do and how we do it.	<i>Path to Building Bridges</i>



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Crowdfunding	We need to strengthen our independent funding base. We have actions and projects that are really worth showing off to a bigger crowd. Everyone talks about crowdfunding – is it the right thing for us?	<i>Path of the Cheering Crowd</i>
Community Engagement	Let’s engage the people who are affected by the issues we work on. We want to involve communities in identifying problems and finding solutions.	<i>Path to the Vibrant Village</i>
Evaluative Learning	We don’t make good use of our evaluations. How can we as an organization or collective learn from our experiences? We are in unknown territory – how can reflection help us here?	<i>Path to the Mirror Lakes</i>
Collective Impact	How do we develop fruitful partnerships? We want to set up a collaborative project or campaign – what can we do to prepare it together?	<i>Path of Joint Action</i>

