Community Strengths Plan

# Purpose

This tool supports City government practitioners in identifying and investing in community strengths. To learn more, review the Community Leadership guide at [engagement-toolkit.phila.gov](https://phila.sharepoint.com/sites/Teams-CAO-ServiceDesignStudio/Shared%20Documents/General/Projects/In-progress/MOCEVS%20ECE%20Toolkit/ECE%20Toolkit/08%20Prototyping/Content/Guides/3.0%20Working%20Together/engagement-toolkit.phila.gov).

# Instructions

Set aside 30 minutes to respond to the prompts below. Find a comfortable space to think and prepare to sit with questions about the community members you’re engaging.

## Strengths

What unique perspectives exist among the community members you’re engaging? For example, a community member may have previously experienced homelessness.

What unique qualities exist among the community members you’re engaging? For example, a community member may be entrepreneurial and innovative.

What unique relationships exist among the community members you’re engaging? For example, a community member may hold an important relationship with a trusted messenger in the neighborhood.

What unique skills exist among the community members you’re engaging? For example, a community member may have refined phone-banking skills.

What other unique strengths exist among the community members you’re engaging?

## Contributions

How would you like to invite community members to contribute their strengths in your engagement? What aspects of your work together can they lead?

How can you center reciprocity when inviting community members to contribute their strengths? How can you ensure that their contributions are mutually beneficial?

* **Certification:** Create formal or informal certification opportunities.
* **Compensation:** Create compensation or reimbursement packages.
* **Evaluation:** Create evaluation plans to test new practices and learn together.
* **Goals:** Set mutually beneficial engagement goals that support City government and community priorities.
* **Recognition:** Celebrate or recognize community members.
* **Relationship building:** Facilitate introductions to colleagues in your network.
* **Service delivery:** Connect community members to City government services.
* **Skills development:** Create skills development opportunities.
* **Supporting community priorities:** Invest funding, staff capacity, and time into community priorities.
* **Other:**