



CLA TEMPERATURE CHECK

Using a very brief CLA temperature check, the group reviews the following six CLA categories and determines the strength of each capacity on a red-amber-green scale as outlined below. The USAID Cards provide more detail on each component, the ideal, desired state of practice, and the levels of maturity within a program or organization. For the sake of simplicity, these have been converted into a simple traffic rating system, based on whether the desired practice is usually or consistently done, rarely or sometimes done, or almost never done. Based on discussion, the Facilitator places an X in the box for each component. Process can also be performed using a Mentimeter online quiz ([mentimeter.com](https://www.mentimeter.com)), or by using a flip chart on the wall for participants to place stickers or checkmarks.

		RED (almost never)	AMBER (sometimes)	GREEN (almost always)
1	Collaboration: Are we strategically engaging other teams/offices and/or individuals regarding planning and implementation? Have we identified and engaged meaningfully with key stakeholders?			
2	Learning: Do we use our Theories of Change and seek to fill gaps in its evidence base? How well do we use M&E data for learning and improvement?			
3	Adapting: Do we use pause and reflect sessions regularly and do we use the learning and evidence for decision-making and critical adaptations to our work?			
4	Culture: Are we comfortable as a team sharing ideas and hearing alternatives? Do we share information and develop trusting relationships and networks? Are staff motivated to learn, reflect, and commit to continuous improvement?			
5	Processes: Do we have systems of knowledge management and institutional learning? Is decision-making distributed and transparent? Are stakeholders involved in decision-making?			
6	Resources: Do we commit resources to intentional learning and improvement? Are roles and responsibilities for CLA clear and prioritized?			

GREEN - Usually or Consistently doing: Area functioning properly. This is going well and is progressing as planned, and according to the designated time, budget, and scope.

AMBER - Rarely, Inconsistently, or Only Sometimes doing: Area needs attention. There may exist potential issues and that project needs assistance in the future. This is an area of concern and requires attention by the team and management.

RED - Almost Never doing: Area of concern. Problems are arising in this area and the project team needs to resolve them in order to deliver the project successfully.