ORGANIZATIONAL RESOURCE ANALYSIS

identifying your existing resources that equip you for designing mental health support

organizational resource analysis

When launching a new initiative, it's tempting to think that your first step is to look for new resources, connections, and funding to fuel the solution you want to build. But in contexts where it may be challenging to access new resources, you're better off starting with accounting for what you already have. The Organizational Resource Analysis serves this purpose.

This exercise helps you identify the numerous resources at your disposal, whether it's your team, your experience and knowledge, your assets and funding, or your relationships with stakeholders and participants. All of these, while not always tangible, are valuable to creating the impact you seek. Particularly with mental health initiatives, your unique position and experience will be critical to building an accessible model of care.

instructions

Start at the center by writing down the mental health problem you seek to address, and a few general approaches to a solution. If you have yet to design the solution, simply write down a few ideas.

Next, with your problem and solution ideas in mind, fill out each quadrant. Think specifically about your existing capacity and resources that may be especially important to creating a successful mental health initiative.

Each quadrant also has a space for you to begin identifying what you may still need to access, create, or acquire in order to move forward.

Once you've finished the worksheet, discuss this with your leadership team. Does your mental health program or solution feel feasible? If you were unable to access any new resources or support, would you still be able to create the program? How would you do it differently?

related tools: organizational snapshot, swot analysis for mental health, stakeholder mapping

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People

Who in your organization has the interest, time, training, or expertise to address the problem or create the program?

What roles or skills might be missing?

Knowledge & experience

What stories, ideas, and frameworks from your organization's experiences can help you with the problem?

What do you need to learn?

our mental health problem is:

our idea for a solution is:

Resources & money

What resources or funds does your organization already have that can be used toward this project?

What will you need to request or charge?

Relationships & community

Who are you connected to that might be able to support you? Whose trust do you already have?

Who do you still need to convince?