

# Taking Your Union's "Selfie" Template

The goal of this session is to engage you in preliminary planning about how to begin moving the "Four Pillars" agenda upon your arrival home.

1. **Review "The Four Pillars."** Check for common understanding among your team members as to what is envisioned within each pillar when it comes to your local union. Seek answers to any questions that your team may have about this pillar before proceeding further.
2. **Prioritize "The Four Pillars."** Since you probably will not have time to consider all four of the pillars equally, put them in order of priority for your team's discussion here.

**3. Then for each pillar:**

A. *Assess your local in relation to this pillar, using the following scale:*

- 1 = Highly functional or effective
- 2 = Functional or effective
- 3 = Somewhat functional or effective
- 4 = Not functional or effective
- NS = Not Sure/Unable to Assess

B. *Accentuate the positive.* What are things your local union is currently doing effectively when it comes to this pillar---things that should the local should keep doing and do better as it moves forward?

C. *Proceed to the negative.* Are there things your local union is doing that are inconsistent or contrary to what is envisioned with in this pillar---things your local should stop doing?

D. *Then, begin planning for action.* What are the things your local union can begin doing successfully right away to start building its internal organizing program in a way that is consistent with this pillar? What will the local do upon returning home to begin putting its plans in action? How will you get started? Who will be responsible? What outside support might you need from OFT or AFT?

**IMPORTANT NOTES:**

- Focus for now on general planning. Don't get too far in the weeds or too bogged down in the details. These can come together more as the course proceeds.
- Keep careful notes of your discussion (i.e., save your "selfie"). You will want them for later planning in this course. (Use flipchart pages if you would like.)
- As the conclusion of this session you will be asked to report on your discussion in relation to just ONE of the pillars---either the one you ranked as your top priority or the one for which you felt you had the most productive discussion.

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