



Conditions, behaviors, practices, and other elements that influence the relationship between grantors and grantees

Conditions	Behaviors, Practices	Other
<ul style="list-style-type: none">• Shared values• Shared vision• Honesty• Space• Trust• Respect• Transparency• Humility• Empathy, compassion• Curiosity• Self-awareness	<ul style="list-style-type: none">• Defer to each other's expertise when appropriate• Good communication and consistent engagement• Continuous conversations about refinement• Set clear expectations, establish clear milestones and mutual accountability to achieving them• Refrain from penalizing a grantee for not meeting metrics OR using lack of attaining metrics as an opportunity to learn together• Focus on the desire to learn• Influence one another's practice• Co-construction/development of programs, goals and metrics• Clear and mutual articulation of vision of success at onset of project to ensure alignment• Clarity of commitment to ongoing funding• Open dialogue about challenges in the project or partnership• Provide long term and/or general operating support	<ul style="list-style-type: none">• People (board members, program officers, constituency/beneficiaries)• Serendipity• Compatibility