

Are You Wired for Collaboration?

Part 1: Take the Self-Assessment

Instructions: Assign each statement a number as follows:

- 1 = Least like me
- 2 = Somewhat like me
- 3 = Most like me

Important! This self-assessment is intended to help you identify your relative strengths. In order to determine relative strengths, you must distribute these numbers evenly. There are 15 items. Assign five statements the number 1, five statements the number 2, and five statements the number 3.

Tip! Read all of the statements before rating any single one of them.

	Score
1. When people express ideas that are different from my own, I ask questions to gain greater understanding.	_____
2. I provide feedback to peers when they haven't taken responsibility for their actions.	_____
3. I help people look at the bigger picture when they disagree or there is conflict between groups.	_____
4. I remain open to all points of view without a personal agenda.	_____
5. I am able to move between my own perspective and the perspectives of others, appreciating both as we work towards solutions.	_____
6. I look for and accept valid data, even if it refutes my own convictions.	_____
7. I know how to gauge my impact on a group and am routinely aware of team dynamics.	_____
8. I follow through on my commitments, always bringing needed materials and coming ready to work.	_____
9. I participate in group problem solving with an open mind, sharing my thoughts and ideas without inhibiting the contributions of others.	_____
10. I openly admit when I've made a mistake or haven't performed up to others' expectations.	_____
11. I work to help people who have different goals and agendas to find common ground.	_____
12. I am able to let go of my personal agenda when searching for solutions that serve the greater good of the company.	_____
13. I move between leader and follower roles, assuming either one as needed to accomplish a task .	_____
14. I listen to, respect, acknowledge, and support the efforts of others.	_____
15. I can be relied on to participate and remain engaged even when a project moves away from my own immediate interests or expertise.	_____

Part 2: Score the Self-Assessment

Collaborative leaders see the big picture, involve others, and are accountable. By completing this self-assessment, you evaluated the degree to which you do each relative to the others.

Instructions: Transfer your scores for each item into the table below. Sum the numbers and calculate your score for each category. The closer your score is to 15, the higher your tendency to see the big picture, involve others, and be accountable.

Seeing The Big Picture...from narrow agendas to bigger goals

What it means: Collaborative leaders redefine success and focus on goals greater than their own narrower agendas. They seek common ground and look for optimal solutions.

3. I help people look at the bigger picture when they disagree or there is conflict between groups. _____
6. I look for and accept valid data, even if it refutes my own convictions. _____
11. I work to help people who have different goals and agendas to find common ground. _____
12. I am able to let go of my personal agenda when searching for solutions that serve the greater good of the company. _____
5. I am able to move between my own perspective and the perspectives of others, appreciating both as we work towards solutions. _____

Your Score for This Category: _____

Involving Others...from autocratic to inclusive decision making

What it means: Collaborative leaders involve others in decision-making and exhibit an open mind—to alternatives, divergent views, dialogue, and working with others.

1. When people express ideas that are different from my own, I ask questions to gain greater understanding. _____
4. I remain open to all points of view without a personal agenda. _____
7. I know how to gauge my impact on a group and am routinely aware of team dynamics. _____
9. I participate in group problem solving with an open mind, sharing my thoughts and ideas without inhibiting the contributions of others. _____
14. I listen to, respect, acknowledge, and support the efforts of others. _____

Your Score for This Category: _____

Being Accountable...from blaming to taking responsibility

What it means: Collaborative leaders hold themselves accountable, and they require accountability from others.

- 2. I provide feedback to peers when they haven't taken responsibility for their actions. _____
- 13. I move between leader and follower roles, assuming either one as needed to accomplish a task. _____
- 8. I follow through on my commitments, always bringing needed materials and coming ready to work. _____
- 10. I openly admit when I've made a mistake or haven't performed up to others' expectations. _____
- 15. I can be relied on to participate and remain engaged even when a project _____

Your Score for This Category: _____

Part 3: Take Action

A. Leverage a Strength

Instructions: Review the items to which you assigned a "3." Choose one to leverage, and complete the table below.

Strength	Identify at least <u>one</u> approach for leveraging this strength.	Ask others to help you identify at least <u>one</u> opportunity for implementing your approach(es).
_____	1. _____	1. _____
_____	_____	_____
	2. _____	2. _____
	_____	_____

B. Strengthen a Development Opportunity

Instructions: Review the items to which you assigned a "1." Choose one to develop, and complete the table below.

Development Opportunity	Identify at least <u>one</u> approach for improving upon this.	Ask others to help you identify at least <u>one</u> opportunity for implementing your approach(es).
_____	1. _____	1. _____
_____	_____	_____
	2. _____	2. _____
	_____	_____