

COLLABORATION: THE FIVE ESSENTIAL SKILLS

***“COLLABORATION BEGINS WITH THE INDIVIDUAL,
NOT THE ORGANIZATION.”***

1. COLLABORATION INTENTION:

- Individuals maintain an authentic, non-defensive presence, and make a personal commitment to mutual success in their relationship.

2. TRUTHFULNESS:

- Individuals commit to both telling the truth and listening to the truth. They create a climate of openness that allows all people in the relationship to feel safe enough to discuss concerns, solve problems, and deal directly with difficult issues.

3. SELF-ACCOUNTABILITY:

- Individuals take responsibility for the circumstances of their lives, the choices they make either through action or failing to act, and the intended or unforeseen consequences of their actions. They would rather find a solution than find someone to blame.

4. SELF-AWARENESS AND AWARENESS OF OTHERS

- Individuals commit to knowing themselves deeply and are willing to explore difficult interpersonal issues. They seek to understand the concerns, intentions, and motivations of others, as well as the culture and context of their circumstances.

5. PROBLEM-SOLVING AND NEGOTIATING:

- Individuals use problem-solving methods that promote a cooperative atmosphere. They avoid fostering subtle or unconscious competition.

***“THE RIGHT ATTITUDE, TELLING THE TRUTH, SELF-AWARENESS,
BEING ACCOUNTABLE, AND SKILLFUL PROBLEM-SOLVING
MAKE THE GREATEST DIFFERENCE REGARDLESS OF
NATIONALITY, CULTURE, SIZE OR NATURE OF THE ORGANIZATION.”***

FROM: **RADICAL COLLABORATION** BY JAMES TAMM AND RONALD LUYET