

Collaboration Assessment Exercise

This exercise provides teams with reflection and discussion time. It self-creates an awareness of the importance of team collaboration based the Dolphin Styles mentioned in my book.

Dolphin Style Collaboration Principles	1	2	3	4	5
As a team spend time reviewing and discussing the collaboration statements below and score from 1 – 5. (1 = Don't do, 5 = Always Do).					
Purposefully spend time to develop team trust & rapport.					
Truthful and honest with each other and explicitly seek to clarify each other's needs.					
Gather thoughts and feelings from each other. All views are important.					
Feel okay with being unsure and not having all the answers and so seek help and gather opinions from others.					
Define and commit to purposes and desired business based outcomes					
Stay centred in the moment during conflict – avoid defensive behaviours, past guilt or regrets, future fears or anxieties.					
It's okay to feel uncomfortable with conflict or confusion, such tensions enable new understandings and solutions to emerge.					
Remain open to new information and opinions - responding proactively instead of reacting to default defensive behaviours.					
Agree to remove all blame and give permission to each other to be wrong and say sorry to each other, especially if things get personal or destructive.					
Never get opinionated or fixated on being right. Agree its okay to modify & change your opinion as new or better information and thoughts emerge.					
Acknowledge strong feelings and negative emotions as important sources of information - agree not to act on them or avoid them - instead agree to ask: "What needs to change? What happens now? How can we use this energy constructively?"					
Explore each other's resistances in a neutral manner, never create a battle of wills. (Resistance is just a viewpoint and useful information for you all).					
Suspend judgement and hold things in graceful acceptance - believing that the best solution will be found.					
Feelings and emotions are important information in the team, not everything has to be logical. It's okay to be illogical from time to time.					
Go beyond winning and losing to higher win-win levels of thinking.					
Name what isn't working and name all assumptions too.					
Reframe things by looking for alternative meanings that will satisfy everyone needs in the situation.					
Ask 'what if...' questions to learn together.					
Use metaphor, analogies and stories these are powerful references to transform / understand meaning.					
Know how to us humour when appropriate and readily laugh.					

Collaboration assessment exercise By Andrew Jenkins