

COLLABORATIVE ORGANIZATION CHECKLIST

Collaboration is about people working together. Use this checklist as principles to strive towards, in your workplace relationships, and in leading a collaborative organization.

Collaborative Relationships	
The ratio of positive to negative interpersonal interactions is high	<input type="checkbox"/>
We use circles as a process for solving problems and supporting one another	<input type="checkbox"/>
“Yes, and...” is our attitude and how we maximize our creative potential	<input type="checkbox"/>
Understanding each other’s needs helps us move beyond quick fixes, to sustainable solutions	<input type="checkbox"/>
We do things that are good for both of us, me and we	<input type="checkbox"/>
Reframing conflict shifts us from positions to interests, adversaries to collaborators, problem focus to goal focus	<input type="checkbox"/>
Shared rituals help us connect, and bond individuals into a collaborative whole	<input type="checkbox"/>
Leading a Collaborative Organization	
Complex problems are addressed through systems thinking	<input type="checkbox"/>
We mediate the worlds of order and chaos, predictability and uncertainty	<input type="checkbox"/>
Stories help us connect the dots, the discrete events in our organization’s life, into some sort of whole	<input type="checkbox"/>
Our organizational structures are designed to facilitate collaborative behaviour	<input type="checkbox"/>
Conversations bring us together and conversations are how we transform	<input type="checkbox"/>
The physical environment is inviting, and allows people to take risk and engage others in authentic conversation	<input type="checkbox"/>
As a learning organization, we routinely integrate thinking and doing	<input type="checkbox"/>
We appreciate and value our positive core, envision what might be, and dialogue what should be	<input type="checkbox"/>
We learn from experience, take the knowledge of our experts, and make it available to those who need it	<input type="checkbox"/>
A continuum of options are available for managing conflict, and are applied appropriately	<input type="checkbox"/>
We link sustainability to long-term relationships	<input type="checkbox"/>

