

Building Blocks of Collaboration: Individual Assessment

(Sample)



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WHAT IS THE ASSESSMENT

This assessment, crafted by the International Institute on Collaboration (IInC), serves as a valuable resource for both individuals and organizations striving to cultivate stronger collaborators. Composed of insightful inquiries, this assessment aims to delineate your current proficiencies across the five building blocks of collaboration: transformational leadership, facilitation, conflict resolution, self-awareness, and a predisposition towards collaboration.

By gauging one's capacity to access, utilize, and adapt these five building blocks, this assessment sheds light on individual strengths and areas for growth. Its findings can inform the creation of tailored development plans, the establishment of team objectives, or any other endeavor where such data proves beneficial to individual or collective advancement.

Furthermore, beyond engagement within organizational contexts, it is encouraged to delve into the results with mentors, supervisors, or fellow team members for deeper insights and constructive feedback. If undertaken independently, we advise sharing the assessment outcomes with trusted confidants or a cohort of peers affiliated with IInC. Ultimately, the aim of this assessment is to empower individuals in honing their collaboration skills, urging them to leverage it to their utmost advantage.

The building blocks represent aspirational ideals for personal development, calling for a commitment to continuous improvement and an unwavering honesty in self-assessment. By candidly reflecting on one's abilities, individuals can identify their starting point and chart a course for ongoing growth. Embracing humility and levity, it's essential to acknowledge areas for improvement while celebrating the milestones of success. Collaboration permeates our daily lives, and it's incumbent upon each of us to actively engage in its cultivation.

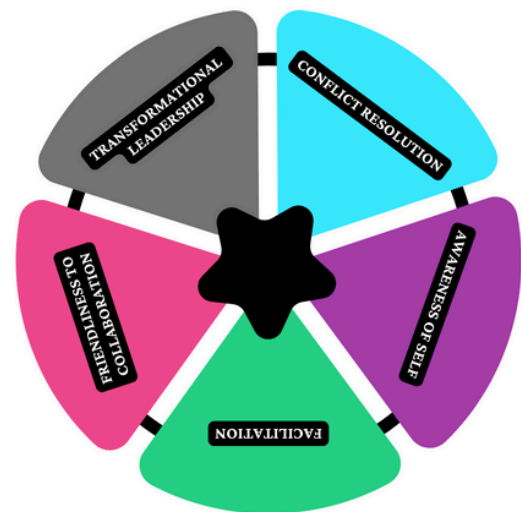
****This smaller version is meant to be fun and spark curiosity about your collaboration skills. If anything caused a feeling, brought up moments in your past, or motivated you, please share it with someone and invite them to have a conversation about your results.*

BUILDING BLOCKS OF COLLABORATION

The International Institute on Collaboration believes these five skill sets and learned behaviors work together as the building blocks of collaboration. To create the most benefits from this assessment, we invite you to consider the following definition of collaboration as you journey through the questions being asked to assess your proficiency levels.

Collaboration - Two or more people working together to accomplish a common goal.

THE FIVE BUILDING BLOCKS OF COLLABORATION



INTERNATIONAL INSTITUTE ON COLLABORATION





Transformational Leadership

We've all encountered or witnessed great leaders—those who genuinely support, empower (in a tangible way), celebrate achievements, and bring about transformation in others. Collaboration, at its core, is a transformative process. When we experience genuine trust and a sense of completeness while working with a leader, that sentiment is reciprocated by the leader themselves. Developing our leadership skills becomes imperative to catalyze transformations within spaces, individuals, missions, and all the intricate elements of our collaborative endeavors. **This building block is agile, heartfelt, and profound, ensuring that the heart, energy, and passion remain intrinsic to the work at hand.**



Conflict Resolution

Similar to how we instinctively flinch when something approaches our face for safety, conflict resolution skills serve as our reflexes when navigating through collaboration challenges. Just as this flinch is vital for our physical safety, conflict resolution is equally crucial for the well-being of collaborations. The essence of conflict resolution is embedded in all aspects of our collaborative efforts. Moments of conflict and friction can emerge swiftly, requiring collaborative leaders to adeptly address them.

Continuous effort in developing tools to enhance conflict resolution skills is not merely suggested but imperative, as these skills are essential in virtually every collaborative scenario. Instead of viewing conflict as a hindrance, these skills empower us to perceive conflicts as opportunities to improve collaborations. They enable us to transform moments of tension into catalysts for enhancing the collaborative process.



Facilitation

Possessing leadership and conflict resolution skills is valuable, but without the ability to facilitate conversations and navigate diverse learning and communication styles within a collaborative setting, success becomes elusive. Much like the reflexive nature of conflict resolution skills, the skill of facilitation is indispensable for addressing moments when a collaborative team encounters obstacles.

Facilitation need not be an elaborate production; sometimes, it's as straightforward as asking clarifying questions or introducing an activity that aligns minds with the team's objectives. **This building block propels the collaboration forward, ensuring that teams can overcome challenges and find a constructive path even when faced with moments of stagnation.**



Awareness of Self

Engaging in collaboration demands self-awareness, requiring us to understand our own identities and how we present ourselves within a collaborative environment. It doesn't necessitate having everything figured out; instead, it involves recognizing our strengths, accessing various skill sets, and maintaining humility and grace when mistakes occur. Crucially, we must be capable of introspection, asking, "What does this reflection reveal about me?" when faced with uncomfortable feedback.

Every collaboration becomes an opportunity for personal growth, provided we embrace these reflective moments. **This building block not only fosters our individual development but also serves as inspiration for the brilliance in others to shine.** By navigating these self-awareness dynamics, we not only enhance the impact within the current collaboration but also contribute to the success of future collaborative endeavors.



Friendliness to Collaboration

Openness is a prerequisite for effective collaboration. Occasionally, when sharing details about our collaborative experiences, negative feelings may arise. Paradoxically, these feelings serve as openings for growth and opportunity. Each new collaboration presents distinct chances for impact, personal development, problem-solving, and overall human improvement.

Collaborations aren't confined to those explicitly labeled as such; they permeate our daily lives in activities like dinners, parties, sports, and entertainment. **This building block urges us to approach all collaborations with curiosity, including the challenging and intentional ones.** By embracing this perspective, we unlock the potential for continuous learning, fostering growth and positive transformation in both ourselves and the collaborative endeavors we undertake.

INSTRUCTIONS

The assessment is structured around five categories, each corresponding to a building block of collaboration. Carefully consider each statement before rating yourself based on the degree to which you believe you possess the attribute or skill. Remember, **this is not a test with right or wrong answers.** Respond to every statement truthfully, avoiding assessments based on how you wish to see yourself, what you believe you should be doing, or how others perceive you. Instead, strive for realism and honesty in your self-assessment.

Scoring

The assessment provides five choices/point levels:

- 1 - Ha ha. Absolutely not!
- 2 - Well, I guess, once in a while.
- 3 - Yeah, sure. About half the time when I'm thinking about it.
- 4 - People tell me I do this and I consciously focus on it.
- 5 - It's habit. Absolutely!

A note about scoring

We use the term in the in the instructions only as a common term that many people have been conditioned with. The truth is, you have an A. You are whole. This assessment is only to provide you with data. That data is meant to serve you and your development.

Finishing

At the conclusion of each section, tally your total score for that particular category. Then, proceed to sum up all five scores. The individual section scores will offer insights into the significance of each skill in your development. The total score can be reflected below. Again, this is only a short version of the full assessment. It is not meant to illustrate the full picture.

- 0 to 20: Extend grace to yourself, pinpoint the building block with the lowest number, and initiate efforts for improvement. Consider this as an opportunity for a reset and a chance to refine and strengthen your collaborative capabilities.
- 21 to 35: Even if it feels uncomfortable, consider making a plan aligned with your values, outlining why building your collaboration skills is important. This strategic approach can guide you towards further improvement in those specific areas.
- 36 to 50: Consider exploring opportunities to further strengthen your collaboration muscles so that the components of each building block become habitual. Making these skills a natural part of your approach is the ultimate goal.

TRANSFORMATIONAL LEADERSHIP

1. When I am empowering a team, I understand that I am giving my collaborators power that, at times, enables them to have as much if not more power than me.

1	2	3	4	5
Ha ha.		Yes. When I am		It's habit.
Absolutely not!		thinking about it.		Absolutely!

2. I understand the necessity of having a balance of power and love in my leadership skills and on the teams I'm leading within.

1	2	3	4	5
Ha ha.		Yes. When I am		It's habit.
Absolutely not!		thinking about it.		Absolutely!

CONFLICT RESOLUTION

3. I address conflict in a collaboration by first identifying humanity and working toward common ground.

1	2	3	4	5
Ha ha.		Yes. When I am		It's habit.
Absolutely not!		thinking about it.		Absolutely!

4. I encourage a culture of curiosity, personal growth, and creativity when I work through conflict with others.

1	2	3	4	5
Ha ha.		Yes. When I am		It's habit.
Absolutely not!		thinking about it.		Absolutely!

FACILITATION

5. I deep listen and practice active listening in conversations regularly; even when I'm not facilitating.

1	2	3	4	5
Ha ha.		Yes. When I am		It's habit.
Absolutely not!		thinking about it.		Absolutely!

6. I have multiple activities and techniques at the ready to assist groups and collaborators to move through conversations and moments where a group may feel stuck.

1	2	3	4	5
Ha ha. Absolutely not!		Yes. When I am thinking about it.		It's habit. Absolutely!

AWARENESS OF SELF

7. Previous experiences in my life are a set of tools I use to assist me in new and uncomfortable situations.

1	2	3	4	5
Ha ha. Absolutely not!		Yes. When I am thinking about it.		It's habit. Absolutely!

8. I'm able to find unique qualities in and lessons to learn from people that I do not like.

1	2	3	4	5
Ha ha. Absolutely not!		Yes. When I am thinking about it.		It's habit. Absolutely!

FRIENDLINESS TO COLLABORATION

9. I learn from my past collaborations and bring lessons into new ones to support and create a greater impact.

1	2	3	4	5
Ha ha. Absolutely not!		Yes. When I am thinking about it.		It's habit. Absolutely!

10. Developing my collaboration skills is a high priority.

1	2	3	4	5
Ha ha. Absolutely not!		Yes. When I am thinking about it.		It's habit. Absolutely!

