

COLLABORATION INVENTORY

		Strongly Disagree		Strongly Agree
1. ___ I am naturally curious about the ideas and opinions of others.		1	2	3
2. ___ I trust others' good intentions to do and be their best.		1	2	3
3. ___ I am energized when I work with others.		1	2	3
4. ___ I am not afraid of conflict; in fact, I see conflict as good.		1	2	3
5. ___ I believe that my decision-making ability is enhanced when I work with others.		1	2	3
6. ___ I work well with people who are different in thinking, attitudes, behaviors or work habits.		1	2	3
7. ___ I am willing to take risks which involve detaching myself from my point of view.		1	2	3
8. ___ I set aside my need for personal gain in order to accomplish tasks with others.		1	2	3
9. ___ I listen to the other viewpoints before offering my point of view.		1	2	3
10. ___ When someone disagrees with me, I can hear their point of view without being defensive.		1	2	3
11. ___ I balance my need to represent my point of view with inquiry into others' points of view.		1	2	3
12. ___ I am constructive in my communication.		1	2	3
13. ___ I am sensitive to those who are quieter and encourage their contributions.		1	2	3
14. ___ I constructively address barriers to collaboration when they occur.		1	2	3
15. ___ I can participate in a group without a designated "leader."		1	2	3
16. ___ I am self-managing in my interactions with others.		1	2	3
17. ___ I am patient with others' communication styles		1	2	3
18. ___ I adapt my style to improve the quality of my communication.		1	2	3
19. ___ I am not tempted to rush to consensus just to get something done.		1	2	3
20. ___ I have a high tolerance for ambiguity.		1	2	3
21. ___ I see people as partners with the same status and ability to influence the group.		1	2	3

_____ **TOTAL**

SCORING

Add up the individual item results and place the total in the box at the bottom.

SCORING KEY

For leaders to be effective in fostering collaborative attitudes and skills in others, we must first assess and develop this capacity in ourselves.

61 to 80 - You are very collaborative. Celebrate your skill in this area!

Concentrate on smoothing out any rough spots, maintain your collaborative approach, and mentor others for deeper mastery (we learn most deeply when we teach others).

31 to 60 – You are moderately collaborative.

Work with your coach, mentor, and/or other “partners in success” to eliminate blind spots and increase your use of a collaborative approach. Seek to understand what collaboration truly is. Practice collaborative language and behaviors. Identify which situations would most benefit from collaboration and implement collaborative behaviors in those situations. Work on a mental shift toward a more collaborative mindset.

Retake the “Collaboration Inventory” when you feel you’ve become more collaborative.

Less than 30 - You have work to do to become a more collaborative leader.

Work with your coach, mentor, and/or other “partners in success” to eliminate blind spots and increase your use of a collaborative approach. Seek to understand what collaboration truly is. Practice collaborative language and behaviors. Identify which situations would most benefit from collaboration and implement collaborative behaviors in those situations. Work on a mental shift to a more collaborative mindset.

Try role playing specific situations to practice collaborative language and behaviors. Use your most effective learning activities to shift your attitude to be more collaborative (e.g., journal, discuss, read books or articles on collaboration, listen to TED Talks or audio books, draw, select someone to emulate).

Retake the “Collaboration Inventory” when you feel you’ve become more collaborative to identify how much progress you’ve made.

Questions for Reflection

What did you now understand about yourself based on your score on the Collaboration Inventory?

Where are your strengths?

Where are your gaps?

What will you commit to doing differently as a result of what you’ve learned?