Squiggly Careers PodSheet

How to collaborate at work

Cracking the code of collaboration

> " When most organisations strive to increase collaboration, they approach it too narrowly: as a value to cultivate—not a skill to teach "

**Francesca Gino, Behavioral Scientist**

Rank your collaboration skillset
from 1- highest to 6- lowest

Listening ☐

Empathy ☐

Feedback ☐

Knowing when to lead & follow ☐

Communicating with clarity ☐

Looking for win-win objectives ☐

6 skills that contribute to high, positive and useful collaboration in teams

- ✔ Listening
- ✔ Empathy
- ✔ Feedback
- ✔ Leading and following
- ✔ Communicating with clarity
- ✔ Looking for win-win objectives and outcomes
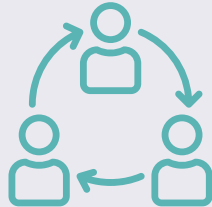
The 3 principles of collaboration

💡 **Be intentional about your collaboration**
Teams that are intentional are 3x more likely to achieve high innovation.
What one action can you take in the next month ?

💡 **Reinvent the why and not the wheel**
Focus on why you are coming together, use tech, tools and templates to make it easier
What tools can you use? (Mural, Miro...)

💡 **Seek frequent feedback**
Regularly reflect on how you are collaborating
How can you experiment and stay open to ideas?

3 ideas for action

1 **Assess your skills (above)**
How skilful are you and where can you improve?

2 **Gather feedback**
Get feedback from your team and compare results

3 **Take ownership**
What can you do differently?

Coach Yourself Questions

❓ **How does your team currently collaborate?**

❓ **What are the biggest improvements that could be made?**

Recommended resources

📖 **Cracking the Code of Sustained Collaboration** HBR article on tools for helping people work together better by Francesca Gino

👁 **The new power of collaboration** Great tips in this Ted Talk from Howard Rheingold

👂 **Ask The Expert: Psychological Safety with Amy Edmondson** Squiggly Careers Episode #151

Amazing if