Collaboration

Collaborative Characteristics
Facilitation Guide

What is it?

Teaming with others opens the door to pooling collective expertise and experiences, enabling us to more effectively prototype and iterate on innovative practices. Use this list of helpful team member characteristics to reflect on what makes a good team and how to improve collaboration.

Why use it?

The Principled Innovation framework defines collaboration in the following way:

Collaboration is the act of working together toward a common goal.

Employing the assets and practices of Principled Innovation within team settings provides an opportunity for prototyping innovative solutions (Practice P1) by engaging in team reflection on successes and failures, perspective taking, and inclusive practice. Through team collaboration, innovators can draw upon multiple perspectives (Practice C2) and cultural and systemic awareness (Practices C1 and I1) to navigate uncertainty and mitigate unintended consequences (Practice P2). Use this checklist, developed by Claremont McKenna College professor and organizational psychologist Ronald Riggio, to reflect on some of your own strengths and weaknesses in team settings and what makes a good team.

What you need

- Time: 10-20 minutes
- List of seven characteristics:
  https://www.psychologytoday.com/us/blog/cutting-edge-leadership/201301/characteristics-good-work-tea
m-members

Instructions

Read the list of seven characteristics, and reflect on these questions:

1. Which of these would you see as your top two characteristics?
2. Which would you see as your weakest two characteristics?
3. What is one concrete step you can take toward working on one of these weakest characteristics in a team setting in which you currently find yourself?
4. Following the question at the bottom of the reading, consider which of these qualities characterizes one of the best team members you can recall working with. How did collaborating with that person affect your own emotional responses and team outputs?