

## Collaborating with Confidence

### What's the problem? Diagnosing where you might need attention in your collaboration

**Health check your collaboration** – consider a collaboration that you are a part of and is going less well than you would like:

#### Step one: Map it out

With your chosen collaboration in mind take some time to 'map it out' in diagram form that works for you. You might consider the following:

- Is there a shared understanding of the purpose of the work?
- How did you contract?
- Whose voice counts?
- How would you represent the power dynamic?
- Who are the quieter partners?
- How do you feel about the different players?
- How were accountabilities and decision making agreed?
- Who holds the power around decision making?
- How are you in the collaboration?

**Step two: give some thought to the following** – if one or more of these is an issue for you in your collaboration, it should prompt a revisit of your shared contract.

- **Are you clear on the givens?** What are the non-negotiables you are working with and have these been made explicit?
- **Are you clear on what's expected of you?** How clear are others on what's expected of them? How do you know?
- **Who holds the power around decision making?** How explicit and agreed is this?
- **How well does your collaboration deal with difference** of opinion or conflicting agendas?
- To what extent to all the contributors to the collaboration **share a view** of the kind of **outcome** you are all hoping for?
- Do you find yourself in meetings where you are unclear on the purpose and where you are not sure of your role?
- Are there unhelpful dynamics in the collaborative relationships that are not called out?
- Do you feel a degree of psychological safety and trust in your working relationships in the collaboration?