## ADDER OF COLLABORAT

"In cooperation, partners split the work, solve sub-tasks individually and then assemble the partial results into the final output. In collaboration, partners do the work together." Pierre Dillenbourg (1995) University of Geneva, Switzerland

COLLABORATION COOPERATION CONSIDERATION COMPETITION COMPETENCE CONFUSION Concern for the success of **Knowledge of the talents,** others, and awareness background, desires, and challenges of others

Teammates are invested in the decision making process and share their ideas and skills to find creative solutions

Teammates are willing to work and contribute with others to accomplish to a larger goal for mutual benefit

Teammates are driven by a desire to perform well in relation to others

Teammates become skilled at a specific job and comfortable doing things independently

**Teammates lack required** familiarity with situation, skills, and/or coworkers



of roles and relationships

