LADDER OF COLLABORATION

“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

Coercion can stall ascension and create conflicts if people feel uninvolved or unheard!

CONSIDERATION

Knowledge of the talents, background, desires, and challenges of others

Concern for the success of others, and awareness of roles and relationships

COMMUNICATION

Competence

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

COMPETITION

Compete

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

COOPERATION

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

COLLABORATION

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

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