

DESIGNING

COLLABORATION

Diagnostic

The Designing Collaboration Diagnostic is a series of simple, plain-language statements that distil all the great collaborative behaviours outlined in the book 'Designing Collaboration: An Essential Handbook for Today's Digital Workplace'.

It's intended to help team and workgroup leaders rate their team's collaborative behaviours on a scale from 1-7, identifying which behaviours need attention more than others.

The Diagnostic is at its most powerful when the leaders involved pool their results and collaboratively produce a series of tactics to lift lagging behaviours across all their teams, leveraging their combined resources and attacking the problem from a wide base. We recommend running the diagnostic every 4-6 months as an ongoing improvement cycle.

Date:

Behaviour	Score (0=not at all, 7=the status quo)							
	0	1	2	3	4	5	6	7
Senior leaders regularly reinforce the message that they want a more open, conversation-based way of working – and walk the talk								
Staff have a clear understanding of why collaboration is so important for success								
Staff feel safe posting and commenting, even if the message is negative								
Senior leaders use social channels with a 'light touch', listening and once in a while engaging positively								
By default, leaders allow their staff time to connect or work with others outside their immediate team or process on topics not specifically work-related								
Teams are actively encouraged to bring outside thinking into their circles, or contribute expertise to others								
Staff always feel they have an avenue for sorting through any tool confusion								