

Date:

Developed by our expert partners at [Designing Collaboration](#), the Digital Collaboration Diagnostic empowers team and workgroup leaders to assess their team's collaborative behaviours and track progress in building successful hybrid teams.

For an initial evaluation, have team or group members assess their score. For continuous improvement, we recommend running the diagnostic every 4-6 months.

<i>Behaviour</i>	<i>Score (0=not at all, 7=the status quo)</i>							
	<i>0</i>	<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>	<i>5</i>	<i>6</i>	<i>7</i>
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								