

Shared Progress			
<b>Action Steps</b> <ul style="list-style-type: none"> <li>Band together around collaborative goals</li> <li>Address team dynamic challenges early</li> <li>Reward collaborative behavior</li> <li>Encourage cross-pollination</li> <li>Create a system of knowledge sharing</li> <li>Keep your promises</li> <li>Create a trusting work environment</li> <li>Social workplace events</li> <li>Encourage open communication</li> <li>Open concept workplace</li> <li>Collaboration agreements</li> <li>Joint accountability</li> <li>Shared exploration of decisions</li> <li>Shared risk and reward</li> </ul>	<b>Benefits to Collaboration</b> <ul style="list-style-type: none"> <li>A. All team members flourish</li> <li>B. Increased Productivity</li> <li>C. Everyone's opinions are heard</li> <li>D. Cumulative knowledge &amp; skills</li> <li>E. Larger goals achieved</li> <li>F. Foster Diversity</li> <li>G. Positive Energy</li> </ul>	<b>Benefits to Competition</b> <ul style="list-style-type: none"> <li>A. Critical performance driver</li> <li>B. Breeds innovation</li> <li>C. Increased choice</li> <li>D. Increased productivity</li> <li>E. Self-improvement</li> <li>F. Increased quality</li> <li>G. Deadlines met</li> <li>H. Work-oriented staff</li> </ul>	<b>Action Steps</b> <ul style="list-style-type: none"> <li>Recognize individual achievements and demonstrate how others can achieve similar successes (i.e. share best practices)</li> <li>Mentorship/buddy program</li> <li>Refer to competition in terms of big picture end results, not just individual successes</li> <li>Self competition instead on inter-employee competition</li> </ul>
<b>COLLABORATION</b>		<b>COMPETITION</b>	
<b>Early Warnings</b> <ul style="list-style-type: none"> <li>People passing things off as someone else's responsibility</li> <li>Floundering/lack of progress</li> <li>Employees don't try as hard individually because they are not rewarded for individual success</li> <li>Lack of innovation</li> </ul>	<b>Pitfalls of Collaboration</b> <ul style="list-style-type: none"> <li>A. Decision making becomes challenging</li> <li>B. Unclear roles &amp; responsibilities</li> <li>C. Lack of accountability</li> <li>D. Directionless</li> <li>E. Leaders feel lost or step in where inappropriate</li> <li>F. Expectation of a shared vision w/o a real debate on the matter</li> <li>G. Lack of a plan</li> </ul>	<b>Pitfalls of Competition</b> <ul style="list-style-type: none"> <li>A. Unhealthy rivalry</li> <li>B. Undue stress</li> <li>C. Self-interest is primary concern</li> <li>D. Hostility</li> <li>E. Anger</li> <li>F. Pessimism</li> <li>G. Low team morale</li> <li>H. Lack of trust</li> </ul>	<b>Early Warnings</b> <ul style="list-style-type: none"> <li>Long hours leading to a poor work/life balance</li> <li>Arrogant comments/behavior in the workplace</li> <li>Stressful energy or defensiveness in the workplace</li> <li>Public evaluation of employees</li> <li>Reluctance to share information/knowledge</li> </ul>
<b>Stressful freeze</b>			