

# The Collaborative Agreement

## *How to Build a Contract to Enable Sustainable Collaboration*

### Personal Introduction

**The personal introduction component of the Collaborative Agreement is meant to facilitate introduction and alignment between group members.**

This phase begins with each member committing to be their true self throughout the Collaborative Agreement process. There will be no posturing, no pretense, no attempts to impress—just real, true humans, willing to be transparent about what motivates them and what sometimes holds them back.

Knowing who you are and your purpose is the starting point to being a colleague in an effective collaborative. If you're going to work productively alongside other people toward a goal you feel deeply invested in, you need to actually know what you're deeply invested in. You also need to be able to acquaint your group members with your skills and hang ups. Additionally, it's important for you to be able to communicate your values so that the group can help develop shared principles. You can't help your group effectively collaborate if you're pretending to care about things you don't actually care about, or suggesting you have skills in areas you actually don't.

So, you begin with something that you're deeply invested in (a motivation, values, beliefs, principles), afterwards each colleague will express their own values that guide them, and from that bank of values and principles, the group can begin to form statements about the values that will guide them collectively. *(use the backside of this paper to collect notes)*

- State a personal commitment (Value/principle) that you're deeply invested in and contribute it to *"the bank of values and principles"*:
- Considering and including information out of *"the bank of values and principles"*, you now form statements as a group about the values that will guide you collectively:

These statements will set the base-level attitude for the group's successful collaboration. They will allow group-members to make decisions on how to collaborate effectively and can help dictate the choices that are made at any given moment.

