

# Tools for Collaboration

## ***How to Cultivate Healthy Attitudes Toward Frictionless Collaboration***

*Be the change you wish to see in the world.*

- Anonymous

There are collaborative tools that can help us rise above challenging moments, shape a productive attitude, and pursue positive interactions with other people. Frictionless collaboration requires that you commit yourself to using resources that will help move your attitude in a productive direction. When we choose to be transparent and commit to growth, we not only become better collaborators—we become better human beings.

### The Behavior Chain Analysis

The Behavior Chain Analysis is a tool which provides a way to analyze all the elements that influence your behavior. This tool will draw your attention not only to the circumstances that might trigger you, but also the thoughts that hook you, like interpretations and judgements. Often, an unhelpful (and frequently, emotionally clouded) thought can escalate your feelings, driving you to do things that feel right in the moment, but which interfere with your long term goals.

The Behavior Chain Analysis helps a person break down all their behavioral components so they can actively intervene and change their behavior. Here's how it works: any behavior can be understood as a series of linked components. These links are "chained" together, because they follow in succession one after the other; one link in the chain leads to another. For behaviors that are well rehearsed—i.e., responses that we do often—a reactive behavior may appear instantaneous. It might seem the flow between thought and action cannot be broken down into steps. A "chain analysis" provides a series of questions for unlocking these links that sometimes feel stuck together:

### Behavior Chain Analysis Questions

By working through each of these questions, you will build a better understanding of why you behave the way you do, how that behavior functions and continues, and build clarity about whether or not this behavior serves your purpose. It gives you more information about how you can decrease your unhelpful behaviors and ultimately increase your ability to self-govern.



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1. What is the problematic behavior?
2. What prompts that behavior? (Circumstances, thoughts, feelings, etc.)
3. What is its function? i.e., What am I getting out of behaving like this?
4. What interferes with resolving this behavior? In other words, why do I keep doing the unhelpful behavior, rather than changing it?
5. What aids are available to help solve the problem?
6. What is the consequence of this behavior?



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