

Tools for Collaboration

How to Cultivate Healthy Attitudes Toward Frictionless Collaboration

Be the change you wish to see in the world.

- Anonymous

Once you have built awareness about the ways you could potentially disrupt productive collaboration, you can identify areas for personal development. Essentially, this is personal goal setting. You identify an objective in terms of how you want to develop yourself to grow as a collaborator, and that may relate to your collaborative skills, your interpersonal abilities, working through some personal struggles, or strengthening your technical skills.

Development Objectives

The Development Objectives process is not focused on a specific outcome; it's not about a target to hit. Rather, it's a *process* that you identify wanting to take yourself through. When thinking of goal setting as a process, you can learn through trial and error—explore what works, and what doesn't? What's helpful and what isn't? Giving yourselves practice in behavior that will eventually help you move forward.

With this tool we also acknowledge what is already working and going well. That means we're actively encouraging ourselves, cheering ourselves on, and learning how to practice self-validation. This affirming process will not only help us to build more self-esteem and experience more comfort during collaboration, but it will also make us more resilient for feedback as well.

When you become more aware of your variety of skills and less focused on your shortcomings alone, your urge to defend yourself will decrease. This can increase your willingness to learn from feedback and will help you evolve.



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Forming Development Objectives: Key Considerations

- What is my objective for development? In other words, in what areas do I want to pursue growth?
- What tools and/or strategies do I want to try out, to grow in this area?
- What process will I use to evaluate my progress and reflect on how it's going?
- What strategies/tools are helping me engage productively with my group? What behaviors can I be proud of?



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