Assentire

The 6 Zones of Collaboration

Identify how a Group or Team is performing
against The 6 Zones of Collaboration

Benchmark your
Team or Group

Personal Report for Rod Willis

www.getCollaborating.com

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https://getcollaborating.com/6-zones-of-collaboration

Or ask them to scan this QR-Code

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Contents

Introduction

Thank you for completing the questionnaire. This report uses the scores you provided when you completed the questionnaire published by Assentire, specialists in collaboration and group development.

The aim of the report is to explore two key **PERSPECTIVES or META VIEWS** that need to be taken into consideration when a group works together specifically in an ONLINE context.

- The Learning Dynamic explores how the team interact with each other
- The Environment Dynamic explores how the team interact with other teams

Personalising your report

By progressing through the report, you will gradually build up a complete picture of collaboration in your group. There are two areas where you can take the results and create a graphical interpretation of your scores.

- To gain a visual picture of how well you group is collaborating add your results to the *6 Zones of Collaboration* to benchmark your group (Part 4)

Setting the context

We can consider two perspectives:

1. How well the group is working together? (Learning Dynamic)
2. How supportive is the wider 'environment' around the group? (Environment Dynamic)

The Learning Dynamic

How well we learn and grow together

- This is explored through statements from the perspective of each individual member. They are considering the dynamic of the 'group' as an entity - not specific people
- This view is unique to each person, so each is likely to perceive the group differently
- The Learning Dynamic explores the factors that enable learning, which is essential for adaptation and agility

The Environment Dynamic

A group is not an island!

- A group does not exist in a hermetically sealed room, it lives in an organisational context
- We can think of the group working within a wider environment, which we call the Environment Dynamic. This can be described as the context the group is working in
- This can include relationships with individuals outside the group, with other groups and the wider organisation within which the group operates
- How well this Environment Dynamic supports the group can significantly help or hinder its performance

Typical characteristics	
Learning Dynamic	**Members of this group have a HIGH probability of feeling** *psychologically safe***.** This group is probably able to adapt and change, speaking up and experimenting and learning as needed. **Group performance is likely to be seen by others as quite high.**
Environment Dynamic	Some employees across the organization may have a feeling of being ***psychologically safe***, while others may not. This organization probably has a reputation of not being very agile or flexible, while having some groups that in themselves are quite agile. For these agile groups, this will become demotivating over time for the more agile groups. **Staff retention rates will vary depending on how well the organization is performing at the time.**

The two dynamics by numbers

- Summary Data – your high-level results at a glance

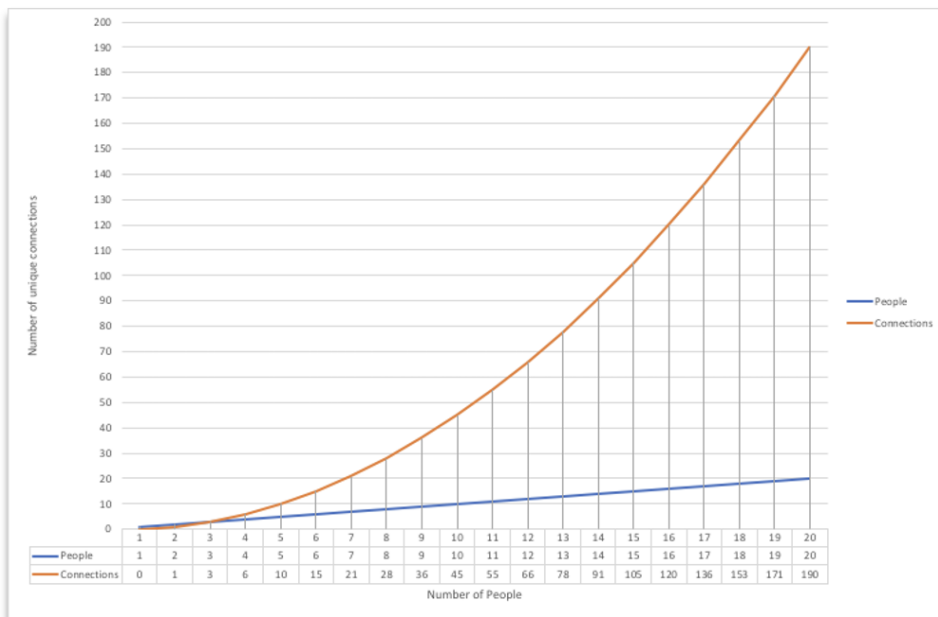|	0	1	2	3	4	5	6	7	8	9	10
Learning Dynamic 7.90											
Environment Dynamic 5.60											
09/06/2020 09:54	0	1	2	3	4	5	6	7	8	9	10

About your group

In the questionnaire, you reported the number of people in your group was **15**

Did you know, this means there are **105.00** connections/relationships within this team! The idea here is to help you gain a perspective about the complexity of connections within a group.

If you have two people working together, there is one 'connection' between them. If three people, then three 'connections', and if four then six and so on. The message is, it is NOT linear. The chart below shows the number of people increasing just by one from left to right and we can see the corresponding number of connections in the vertical axis. With 20 people working together, there are 190 unique connections.

The number of connections due to the number of people

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
People	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Connections	0	1	3	6	10	15	21	28	36	45	55	66	78	91	105	120	136	153	171	190

Number of People

Consider, how many people are in a group and does it matter? For the mathematicians among the readers, here is the formula. 'Connections' = $n*(n-1)/2$. Where 'n' = the number of people.

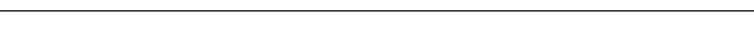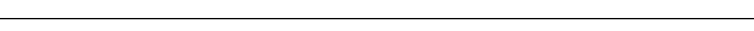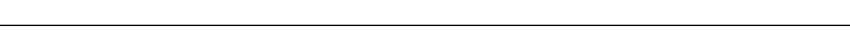With **15** people in the team, this represents **105.00** connections/relationships.

Now the question becomes:

And what is the Quality of each of these relationships?

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Learning dynamic detail

Learning Dynamic average score = 7.90

	0	1	2	3	4	5	6	7	8	9	10
Many Views [Including Behaviours]											
Collective [Including Behaviours]											
Ask [Controlling Behaviours]											
Collaborate [Controlling Behaviours]											
Open [Openness Behaviours]											
Trust [Openness Behaviours]											
Understand [Group Outcomes]											
Work-life quality [Group Outcomes]											
Alignment [Group Prospects]											
Recommend [Group Prospects]											
09/06/2020 09:54	0	1	2	3	4	5	6	7	8	9	10

REFLECTION TIME

As you consider the results of the Learning Dynamic of Collaboration, capture any reflections below.

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Environment dynamic detail

Environment Dynamic average score = 5.60

![icon]	0	1	2	3	4	5	6	7	8	9	10
Collaboration [Relatedness]											
Communication [Relatedness]											
Choice [Autonomy]											
Motivation [Autonomy]											
Feedback [Mastery]											
Development [Mastery]											
Monitoring [Competing Commitments]											
Support [Competing Commitments]											
Culture [Transition Process]											
Change [Transition Process]											
09/06/2020 09:54	0	1	2	3	4	5	6	7	8	9	10

REFLECTION TIME

As you consider the results of the Environment Dynamic of Collaboration, capture any reflections below.

Psychological Safety in your context

- Results for your group which specifically considers the level of psychological safety at play via a clear *traffic light system*.

Studies have revealed that high-performing groups have one thing in common:

Psychological safety, the belief that you won't be punished when you speak up or make a mistake.

This may seem obvious but how do you know what this means in practice?

Psychological Safety In context	Typical characteristics
Within the Group	**Members of this group have a HIGH probability of feeling** *psychologically safe***.** This group is probably able to adapt and change, speaking up and experimenting and learning as needed. **Group performance is likely to be seen by others as quite high.**
Around the Group	Some employees across the organization may have a feeling of psychologically safety, while others may not. This organization probably has a reputation of not being very agile or flexible, while having some groups that in themselves are quite agile. For these agile groups, this will become demotivating over time for the more agile groups. **Staff retention rates will vary depending on how well the organization is performing at the time.**

Assentire :¦:

The 6 Zones of Collaboration

- Plot and benchmark the group on the 6 Zones of Collaboration
- Discover your Collaboration Potential

The 6 Zones of Collaboration displays how the scores from the LEARNING and ENVIRONMENT DYNAMIC questions – described earlier- can be plotted to discover how well a group is collaborating and how supportive is the environment around it.

By plotting your LD and ED scores, you will quickly discover how adaptable and collaborative the group is.

Your perception of the 6 Zones of Collaboration?
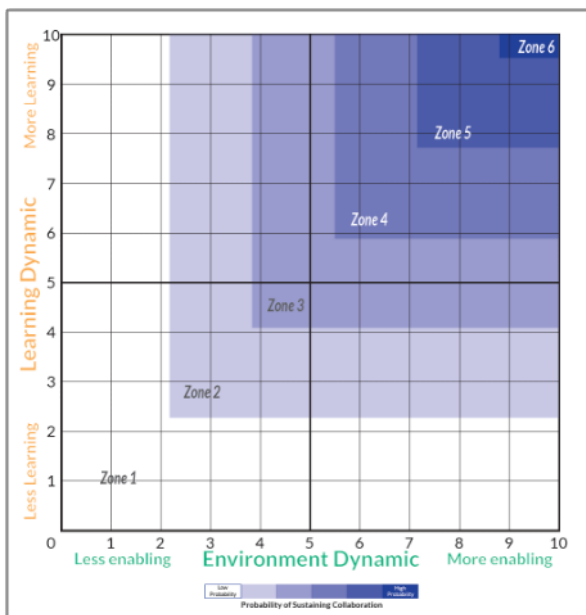
Zone 6: Collaboration is fully understood in terms of the WHY, WHAT and HOW to maximize value

Zone 5: Collaboration occurs naturally, with strategic awareness knowing how to scale as needed

Zone 4: Collaboration occurs naturally, with strategic awareness across the organization, understanding how to keep it

Zone 3: Collaboration occurs occasionally, without strategic awareness across the organization

Zone 2: Collaboration occurs when instructed, but is found to be typically ineffective and/or difficult to maintain

Zone 1: Collaboration is not occurring effectively

Environment Dynamic Average Score	Learning Dynamic Average Score
5.60	**7.90**
Collaboration potential is higher than average for the Group and across parts of the Organization	

Reference 60 - 09/06/2020 09:54

Plotting your results:

To identify where the group you brought to mind is on the 6 Zones of Collaboration.

- Plot the results on the chart on the chart above.

Note the Learning Dynamic is the 'y' axis, and the Environment Dynamic is the 'x' axis.

Why was the 6 Zones of Collaboration created?

- In a fast changing and increasingly complex world, it is those groups that are agile and unafraid to try new ideas (to trip and learn) that will be most effective

- Those able to flex and change quickly as the market requires, without losing cohesion and strategic direction will be the ones that lead the way

- In order for this potentially different way of thinking & working to be most effective, the context in which the group operates needs to be supportive

- To maximise this potential, the group and organisation need to be aligned and be able to work in both a high performance and a learning environment at the same time

Your comments from the questionnaire

Rod Willis
Comments: PreM&A

REFLECTION TIME

As you consider the results of the 6 Zones of Collaboration, capture any reflections below.

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What's your Collaboration Potential?

Any group that comes together creates a unique entity which has its own identity and group dynamic, based on the group members' ways of relating to, and working with each other. This group may be operating well, just 'ticking over', or have some challenges.

You may be fortunate to be part of a high-performing group where there is much collaborative learning, but if the environment around it is not supportive, eventually the group will be impacted – performance is likely to decline, the group may even be seen as disruptive and rejected. Groups will often lose the very people they need and want to keep, often starting a negative cycle of events.

Similarly, the introduction (or imposition) of greater online/virtual working can bring its own challenges. The group that was once working effectively could be significantly impacted (be that positively or negatively) by this extra factor. This technological component, in whatever form that takes may be comfortable and exciting for some, but a stressful and challenging experience for others!

Table of results

Learning Dynamic	Part 1	Part 2	Average
Including Behaviours	8	8	8.00
Controlling Behaviours	8	8	8.00
Openness Behaviours	7	8	7.50
Group Outcomes	7	8	7.50
Group Prospects	8	9	8.50

Environment Dynamic	Part 1	Part 2	Average
Relatedness	7	8	7.50
Autonomy	7	4	5.50
Mastery	6	8	7.00
Competing Commitments	4	4	4.00
Transition Process	4	4	4.00

What to do next?

If you find this perspective of interest, consider trying out the sponsored eLearning, many of the courses are free of charge

If you want to dive deeper still, why not explore the APMG Facilitator Certificates?
**Find more information on how to train on these tools and gain the
Certificate for Accelerating Collaboration Everywhere®,
click here**
https://apmg-international.com/ace

https://apmg-international.com/ace

Facilitators that have been trained by Assentire Ltd or who have completed successfully the APMG Assessment are able to gain access to a broad range of facilitator resources.

There is a boxed boardgame which is ideal for face-to-face intervention with up to 8 people.
If you have remote groups or cannot meet face-to-face for whatever reason, use the online versions.
The online version uses Mural and is a proxy for the physical game.
https://getcollaborating.com/

Consider exploring one of our other reports, this integrates our new dynamic called the Online Dynamic
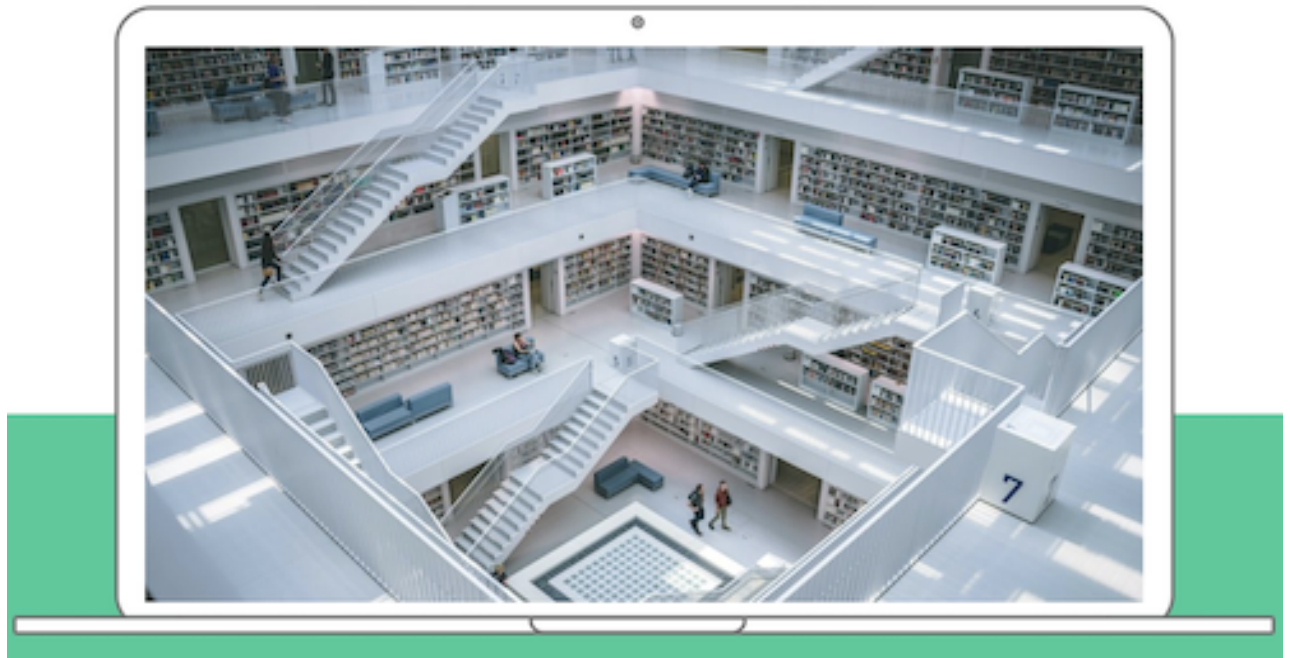
The Online Dynamic

Bringing in the technology component!

- This considers the *5 essential elements* that need to be working well together for online collaboration to be maximised
- The statements explore elements that relate specifically to the challenges and opportunities a group needs to consider as they introduce new technology/systems
- They consider the relationship between *people, process and enabling technology* and how this helps or hinders collaboration and performance

To find out more, contact ACE@getcollaborating.com

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https://www.elearning21stcentury.assentire.net/course/public-library