




Psychological Safety and The 6 Zones of Collaboration

	<p>Studies have revealed that the high-performing teams have one thing in common:</p> <p>Psychological safety, the belief that you won't be punished when you speak up or make a mistake.</p> <p style="text-align: center;">This may seem obvious but how do you know what this means in practice?</p>
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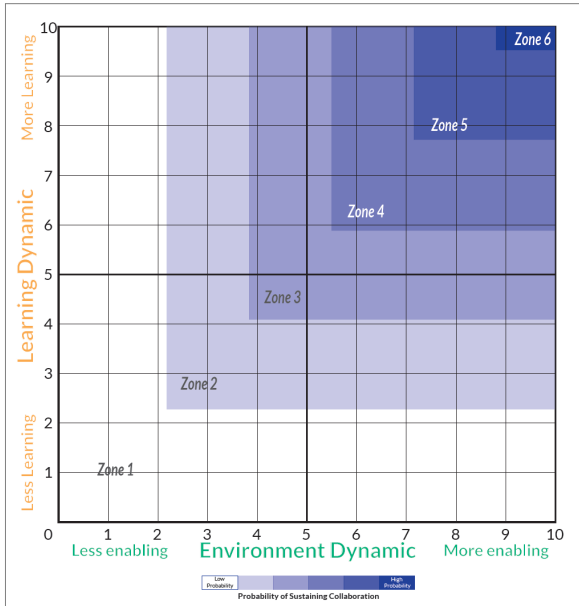
Psychological Safety In context	Notes
<p>Within the Group or Team</p> 	<p>Members of this group or team have a HIGH probability of feeling Psychologically Safe.</p> <p>This group is probably able to adapt and change, speaking up and experimenting and learning as needed.</p> <p>Team or Group performance is likely to be seen by others as quite high.</p>
<p>Around the Group</p> 	<p>Some employees across the organization may have a feeling of Psychologically Safety, while others may not.</p> <p>This organization probably has a reputation of not being very agile or flexible, while having some groups and teams that in themselves are quite agile. For these agile groups and teams, this will become demotivating over time for the more agile groups and teams.</p> <p>Staff retention rates will vary depending on how well the organization is performing at the time.</p>

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Your perception of on the 6 Zones of Collaboration?

Rod Willis

Comments: PreM&A



- 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

Summary Results

Learning Dynamic overall score

7.90

Environment Dynamic overall score

5.60

Collaboration potential is higher than average for the Group/Team and across parts of the Organization

Reference 60 - 09/06/2020 09:54

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

Plot the results on the chart on the back of this page.

Note the Learning Dynamic is the 'Y' axis and the Environment Dynamic is the 'X' axis.

More information about Gamification and Collaboration including free eLearning Courses

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Why was the 6 Zones of Collaboration created?

- In a fast changing and increasingly complex world, it is those teams 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 team operates needs to be supportive.
- To maximise this potential, the team and organisation need to be aligned and be able to work in both a high performance and a learning environment at the same time.

If you are a Facilitator or Coach and would like to know how to train on these tools and gain the Certificate for Accelerating Collaboration Everywhere®, click here <https://apmg-international.com/ace>

For the Group or Team, you were reflecting on.

Scoring 1 where you 'Strongly Disagree' through to 10 where you 'Strongly Agree'




Many Views	8	Collective	8
Ask	8	Collaborate	8
Open	7	Trust	8
Understand	7	Enhanced work-life quality	8
Alignment	8	Recommend	9

For the ENVIRONMENT immediately surrounding the group or team above

Scoring 1 where you 'Strongly Disagree' through to 10 where you 'Strongly Agree'

Collaboration	7	Communication	8
Choice	7	Motivation	4
Feedback	6	Development	8
Monitoring	4	Support	4
Culture	4	Change	4

If you find this perspective of interest, consider trying out the 100% sponsored eLearning

<p>ACE01</p>  <p>ACE01 Getting Started with Navigating Collaboration (1-Hr)</p> <p>ACE01 - FREE Getting Started with Navigating Collaboration</p> <p>Introducing new users to the <i>Navigating Collaboration IA 3.0</i> board game and core posters. Learn how to use the game and explore the 6 Zones of Collaboration.</p>	<p>ACE02</p>  <p>ACE02 Facilitator Practitioner Course (3-Hrs)</p> <p>ACE02 - FREE Facilitator: Practitioner Course</p> <p>Please complete ACE01 first. Preparing you for your APMG assessed Practitioner Certificate.</p>	<p>ACE03</p>  <p>ACE03 Facilitator Advanced Practitioner Course (4-Hrs)</p> <p>ACE03 - FREE Facilitator: Advanced Practitioner Course</p> <p>Please complete ACE01 & ACE02 first. Preparing you for your APMG issued Advanced Practitioner Certificate.</p>
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If you want to dive deeper still, why not explore the APMG Facilitator Certificates



<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.



This Boxed game is ideal for face-to-face intervention with up to 8 people.

If you have remote teams 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/>

Why not explore another no charge resource

<https://getagilemindsets.com/agile-culture>