




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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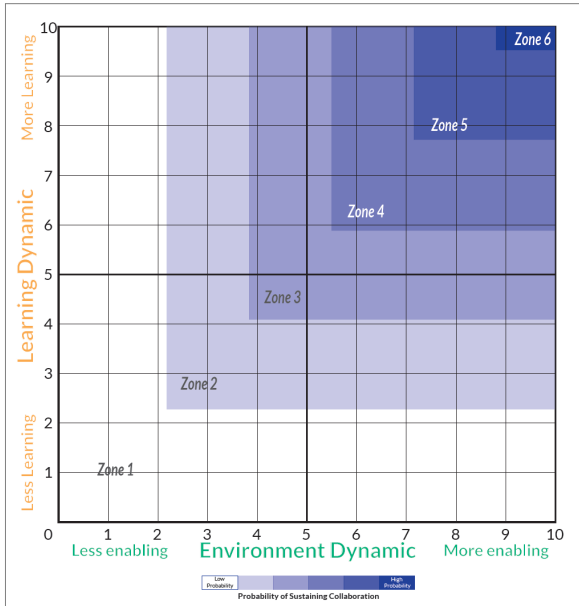
Psychological Safety In context	Notes
<p>Within the Group or Team</p> 	<p>Members of this group or team have a LOW probability of feeling Psychologically Safe.</p> <p>This group is probably NOT able to adapt and change, NOT speaking up or fearful of experimenting, thereby limiting the group's ability to learn, likely resulting in the group's inability to respond as needed.</p> <p>Team or Group performance is likely to be seen by others as quite low.</p>
<p>Around the Group</p> 	<p>Employees across the organization have a LOW probability of feeling Psychologically Safe.</p> <p>This organization overall is probably NOT able to adapt and change quickly, with employees NOT speaking or experimenting and learning as needed. Typically, this type of organization will be 'fixed' in its ways of working, not responding quickly to change.</p> <p>Staff retention rates usually are quite low.</p>

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Your perception of on the 6 Zones of Collaboration?

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Comments: PostM&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

3.20

Environment Dynamic overall score

2.20

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

Reference 61 - 09/06/2020 09:57

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	3	Collective	2
Ask	2	Collaborate	6
Open	5	Trust	5
Understand	2	Enhanced work-life quality	2
Alignment	3	Recommend	2

For the ENVIRONMENT immediately surrounding the group or team above

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

Collaboration	3	Communication	2
Choice	3	Motivation	1
Feedback	2	Development	2
Monitoring	2	Support	2
Culture	1	Change	4

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

ACE01	ACE02	ACE03
		
ACE01 Getting Started with Navigating Collaboration (1-Hr)	ACE02 Facilitator Practitioner Course (3-Hrs)	ACE03 Facilitator Advanced Practitioner Course (4-Hrs)
ACE01 - FREE Getting Started with Navigating Collaboration	ACE02 - FREE Facilitator: Practitioner Course	ACE03 - FREE Facilitator: Advanced Practitioner Course
<small>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.</small>	<small>Please complete ACE01 first. Preparing you for your APMG assessed Practitioner Certificate.</small>	<small>Please complete ACE01 & ACE02 first. Preparing you for your APMG issued Advanced Practitioner Certificate.</small>

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>