



A Collaboration Audit

When the situation requires collaborative leadership, how would you assess your ability to lead collaboratively? Using a scale of 1 to 5, with 1 being the lowest and 5 the highest, rate yourself on the following:

- 1. I involve those most affected by a decision in the decision-making process.
 - 2. I'm more committed to the process than my view of the outcome.
 - 3. I freely and intentionally share information relevant to the issue or problem.
 - 4. I view people as equal contributors rather than people to whom I delegate responsibility.
 - 5. I take time to build relationships with each team member.
 - 6. I'm willing to suspend my preferences or goals in order to create a new solution.
 - 7. I intentionally identify people's strengths and look for ways to draw them into the creative decision-making process.
 - 8. I ask a lot of questions rather than giving answers or instructions.
 - 9. I go beyond asking questions to draw out meanings and values from others.
 - 10. I make it a practice not to make any decisions unless they've been shaped and discussed by each member.
- Which ones are your strengths (those with the highest number) and which ones are opportunities for growth (the lowest numbers)?
 - What has helped to develop your strengths?
 - What could be done to improve your areas of growth?