

# **Collaborative Behaviors**

## **Listening to understand:**

Setting aside judgment of what someone is saying long enough to truly understand the point they are trying to make/ the perspective they are trying to present.

## **Openness/curiosity:**

A willingness to entertain ideas different from your own. Further, the willingness to both represent your constituents, taking a position, and being open to exploring your interests and those of the other members of the group.

## **Asserting Appropriately:**

Stating clearly, concisely and in a compelling way what you believe to be true, or what you need to be satisfied. Paying attention to how much you speak versus others in the group so that no one individual or group of people dominates the air time.

## **Assuming positive intent:**

Beginning from a place of believing that everyone involved has the desire to be effective together and accomplish the task versus assuming that they have a hidden agenda and are out to sabotage or not cooperate.

## **Working toward satisfying as many interests within the group as possible:**

Focusing on creating win/win outcomes for the group versus guiding your personal agenda through the process.

## **Managing your emotions/need for control:**

Taking the time to notice your reaction and speak from a place of calmness versus reacting without understanding your emotional reaction.

## **Asking open ended questions:**

Taking the time to ask for clarification if you don't understand versus jumping to conclusions.