

# How to Make Real Collaboration Possible

1. Define goals and parameters for collaboration
2. Identify collaboration-worthy situations
3. Determine each person's earliest unmet **prerequisite** in those situations
4. Consistent findings?  
Change the system
5. Disparate findings?  
Address personally
6. Recognize and handle **deterrents**
7. Prioritize your efforts

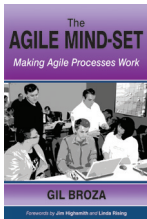
## PREREQUISITES

- 1 Have good reasons not to work solo
- 2 Agree that those reasons justify collaboration
- 3 Expect valuable participation
- 4 Feel safe around each other
- 5 Be treated fairly afterwards
- 6 Enjoy each other's company
- 7 Create the experience together
- 8 Be able to handle conflict and awkwardness
- 9 Make rapport possible

## DETERRENTS

- Work is described in terms of activities and outputs
- Process and tools imply expectation of individual work
- Individuals are accountable, not the team
- People have too much going on
- Exclusionary behaviours are allowed
- Collaboration is not explicitly and authentically valued

# Books by Gil Broza

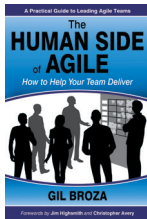


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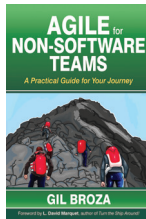


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