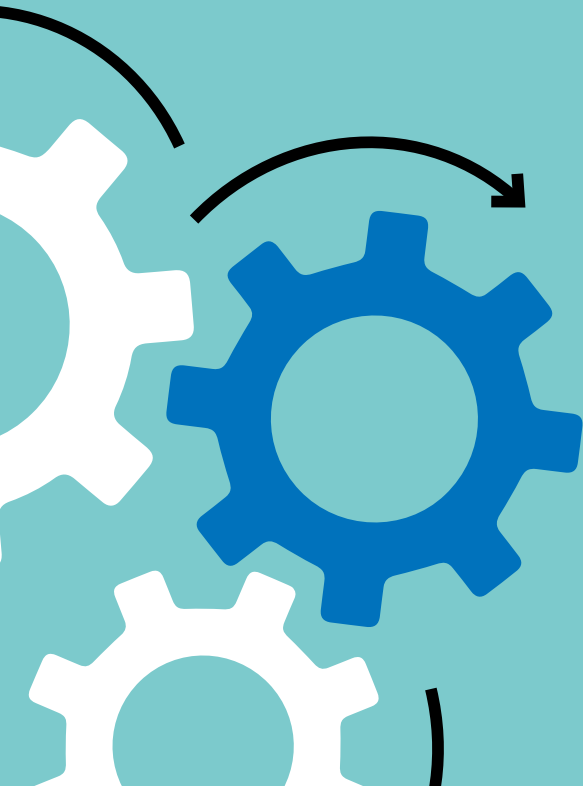


NOVEMBER

Joyful Collaboration



Alone we can do so little;
together we can
do so much.



Helen Keller

NOVEMBER

Joyful Collaboration



Learn about each other's strengths

Take the [VIA Strengthsfinder](#) and encourage your colleagues to do so too!

Track your team's strengths and ask yourselves:

- Do people agree with their strengths?
- Do yours make sense?
- How could you use your strengths more at work?

Build awareness for smoother collaboration

Self-awareness - being curious and becoming more aware of the impact you are having and how you might get in your own way. Reflect regularly:

- "I'm at my best/ worst when..."
- "What am I missing?"
- "What's motivating me to improve?"

Situational awareness - reading the room and sensing shifts. Ask:

- "What's different today?"
- "How can I be useful now?"
- "Where do you want to start?"

Relational awareness - understanding your impact on others. Checking in sounds like:

- "This is how I like to work- if that ever feels challenging, please tell me."
- "Do you need a sounding board, problem solver, or suggestions to get started?"

Systems awareness - realizing the bigger systems shaping actions. Ask:

- "Who else might be impacted by this decision?"
- "What is in our control and out of our control"

Source: Squiggly Career



Read

[Should You Delegate That Decision? Ask These 4 Questions](#)

By: Cheryl Strauss Einhorn for Harvard Business Review



Watch

TED Talk: [Remember to Say Thank You](#)

By: Laura Trice



Do

Create Clarity at the beginning, middle, end of your meetings

- **At the start of your meeting** state what the desired outcomes are.
- **In the middle**, check in on progress.
- **At the end**, summarise conclusions and next steps.