



Collaborator

A Collaborator is a friendly, understanding, willing and patient team player.

NEEDS:

Freedom from individual competition

Opportunities to work with others

Supportive work team

Freedom of expression

BEHAVIORS:

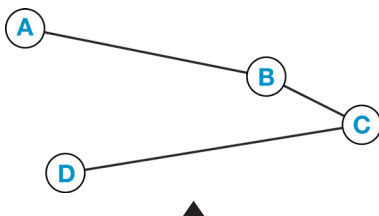
Cooperative

Empathetic

Patient

Casual

Average Behavioral Pattern



Motivate and recognize

- Create a supportive work team and stable work environment that is free from competition.
- Provide encouragement and reassurance for their work.
- Provide team or public recognition for loyalty and accomplishments.

Provide direction and feedback

- Provide feedback with an informal, approachable style.
- Provide a big-picture view and avoid dwelling on the details.
- Appeal to their social nature and remind them how their work is appreciated by others.

Delegate

- Don't delegate work that is highly technical, detail-oriented or frequently changing.
- Do delegate work that is collaborative and familiar.

Coach

Coaching is not the same as managing, but we know that managers often play a coaching role. Keep in mind that coaching conversations are about asking questions and letting the coachee come up with ideas, actions and next steps.

- Ask how they can use their approachable style for influence and network building.
- Create awareness that they may come across as too easygoing at times and that they need to find ways to convey a sense of urgency and intensity.
- Help them have difficult conversations or express unpopular opinions in a direct and frank manner.