



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:

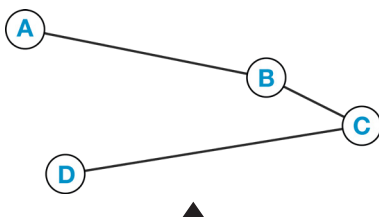
Cooperative

Empathetic

Patient

Casual

Average Behavioral Pattern



Signature work styles:

Communication

- Open, approachable, persuasive
- Understanding listener

Delegation

- Delegates authority and details freely

Decision making

- Brings people into the decision

Action & risk

- Dislikes risk
- Responsive more than proactive

Strengths:

- Understanding and collaborative
- People-oriented, sociable
- Patience with routines

Common traps:

- Can have difficulty making unpopular decisions
- May not have great follow through with details
- Sometimes appear to others as being too casual

How to work well with them:

- Let them collaborate; Collaborators like to communicate with and involve others.
- Show them the love; they want consistent, dependable management and support.
- Keep it friendly; Collaborators don't like competitive pressure.



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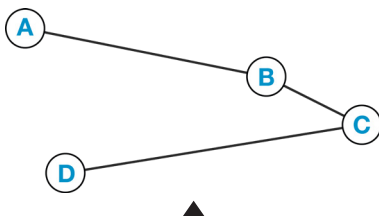
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Motivate and recognize

- 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.