

HOW CAN I IMPROVE OUR COLLABORATION?

GOAL BETTER COLLABORATION WHEN YOU FEEL THE CONNECTION IS MISSING

Sometimes collaborating with another person/colleague goes smoothly and pleasantly, but what if the connection between the two of you is missing? In such situations, various uncomfortable feelings often arise, which is rather normal. You can't feel connected to everyone, but in education, you're expected to work with everyone. Engage in dialogue with the other person based on the following six points to strive for better collaboration.

1 CLEAR OBJECTIVE

*Set a goal together with the other person:
What's your common goal?*

2 SHARED RESPONSIBILITY

*Align your interests and needs:
Where do they align or conflict?*

3 OPEN COMMUNICATION

*Be honest with the other person, dare to speak up;
if necessary, use Tool 19, "I find it difficult to give feedback..."*

4 MUTUAL RESPECT

*Respect the other person, even if you're diametrically opposed:
What do you appreciate in the other person and/or what can you learn from them?*

5 ADAPT FLEXIBLY

*Be flexible when things change:
What does this change require from you and the other person?*

6 SHOW INITIATIVE

*Show your enthusiasm, share your passion for education:
What can you do together to create a pleasant learning environment for pupils?*

SUPPORTING OTHERS

Mention that it can be challenging to have a conversation about a collaboration that feels less pleasant or even unpleasant.

Give the other person time and/or encourage them to express the feelings that the challenging collaboration evokes.

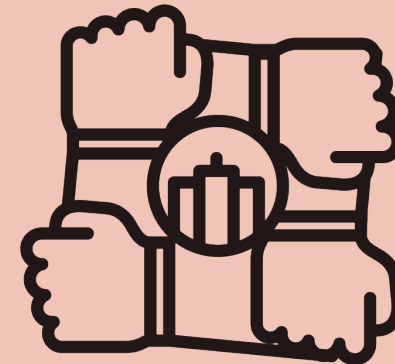
Ask the other person to also consider their colleague's perspective, so that the situation can be better understood.

Prevent the other person from falling into a negative spiral; help them to approach the situation as positively as possible.

Help the other person to focus on the circle of influence; if necessary, use Tool 14, "I worry about everything and anything!"

Encourage the other person to persevere; improving collaboration often requires patience.

If necessary, recommend seeking help from someone who can help to discuss and/or improve the collaboration.



Source:

Durlinger, T. (n.d.). *Beter samenwerken met je collega* [Better collaboration with your colleague]. ICM.
<https://www.icm.nl/extra/beter-samenwerken-met-je-collega/>