The collaboration continuum is intended to help you make intentional choices about working relationships within your team and across your organization. The goal is to build relationships that are modeled around the characteristics of coordination and collaboration.

### CAPACITIES

- **Compass**: Individuals, teams, and department heads are expected to be listening, sharing, and understanding others’ perspectives and needs.
- **Communicate**: Teams and departments consider regular updates and share information for multiple purposes. Teams and departments collaborate to bring awareness of programs and initiatives.
- **Coordinate**: Organization and department heads create a shared vision and strategic plan that are understood by the majority of the staff. Teams and departments work together to follow the plan, and staff work together to implement the plan.
- **Collaborate**: Organization and department heads create a shared vision and strategic plan that are understood by the majority of the staff. Teams and departments work together to follow the plan, and staff work together to implement the plan.

### ROUTINES, PROCESSES, & STRUCTURES

- **Teamwork and communication**: Teams and departments consider regular updates and share information for multiple purposes. Teams and departments collaborate to bring awareness of programs and initiatives.
- **Organizational effectiveness**: Organizational and department heads create a shared vision and strategic plan that are understood by the majority of the staff. Teams and departments work together to follow the plan, and staff work together to implement the plan.

### Individual, teams, and department heads

- **Individual**: Tiers of individuals work to understand each other. Tiers talk to each other about their work and understanding. Tiers talk about how their work is impacted by others' work. Tiers help others understand their work. Tiers create opportunities to understand each other. Tiers help others understand how to work with others.

- **Teams and departments**: Tiers of teams and departments talk to each other about their work and understanding. Tiers talk about how their work is impacted by others' work. Tiers help others understand their work. Tiers help others understand how to work with others.

- **Organization and department heads**: Organization and department heads talk to each other about their work and understanding. They help others understand their work. They help others understand how to work with others.

### Functions

- **Collaboration**: Teams and departments consider regular updates and share information for multiple purposes. Teams and departments collaborate to bring awareness of programs and initiatives.

### Collaboration Continuum

Collaboration Continuum is a framework that helps organizations and teams build effective relationships by focusing on four key capacities: Communication, Co-creation, Collaboration, and Compassion. Each capacity is designed to enhance collaboration by fostering dialogue, understanding, and empathy among team members.

- **Communication**: Teams and departments communicate regularly to share information and collaborate on initiatives. This includes sharing progress, challenges, and opportunities to ensure everyone is informed and engaged.

- **Co-creation**: Teams and departments work together to co-create solutions and strategies that benefit the organization as a whole. This involves identifying shared goals and working collaboratively to achieve them.

- **Collaboration**: Organization and department heads lead by example, demonstrating a shared vision and strategic plan that are understood by the majority of the staff. Teams and departments work together to follow the plan, and staff work together to implement the plan.

- **Compassion**: Individual, teams, and department heads are expected to be listening, sharing, and understanding others’ perspectives and needs. They strive to create a supportive and inclusive environment where everyone feels valued and respected.

Collaboration Continuum is a tool that organizations can use to assess their current level of collaboration and identify areas for improvement. By focusing on these four capacities, organizations can build stronger relationships and create a more collaborative and effective work environment.