TEAMWORK INTELLIGENCE

Essential competencies of a “collaborative player”, according to the Cooplexity Model of trust-based team development.

BEING
AUTONOMOUS

01. LEARNING

Proactiveness

Takes the initiative and calculated risks. Acts in advance to prepare for an expected change or difficulty. High degree of drive, orientated towards excellence and achievement of results. Searches for missing information wherever necessary.

01

02

Empathy

The awareness and ability to read and understand the emotions of others, and to understand their feelings from their perspective.

02. INTERACTING

BEING
COMMITTED

03. INTEGRATING

Conflict Management

The ability to understand emotions and manage emerging conflicts, avoiding confrontation and accepting others.

03

04

Consistency

A person who does what they say, who thinks and feels what they express. Lives up to promises and fulfils commitments. Displays positive behaviour regarding the expectations generated.

04. TRUSTING

SELF
COORDINATED

05. RESPECTING

Assertiveness

A personal ability that allows us to express feelings, opinions and thoughts, at the opportune time, in an appropriate manner and without denying or disregarding the rights of others.

05

06

Co-leadership

Shares and synchronises leadership appropriately across the team according to situational demands. Coordinates responsibility and creates a deep sense of personal and shared commitment and ownership.

06. DECENTRALISING

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