

15 - Building Collaborative Relationships - The ability to develop, maintain, and strengthen partnerships with others inside or outside of the organization who can provide information, assistance and support.

	Basic	Proficient	Advanced
Professional/ Specialist	<ul style="list-style-type: none"> • Knows general information about the other people • Looks for shared interests, experiences or other common ground • Shows a general interest in others; listens to their perspectives and ideas • Listens to general concerns and perspectives of others • Recognizes how others have provided information, assistance or support • Attempts to get to know co-workers to look for common ground • Tries to get to know people whose help may be needed • Offers assistance, information and support to others, whose help may be needed 	<ul style="list-style-type: none"> • Asks about the other person’s personal experience, interests, and family • Asks questions to identify shared interests, experiences or other common ground • Shows an interest in what others have to say; acknowledges their perspectives and ideas • Recognizes the business concerns and perspectives of others • Expresses gratitude and appreciation to others who have provided information, assistance or support • Takes time to get to know co-workers, to build rapport and establish a common bond • Tries to build relationships with people whose assistance, cooperation and support may be needed • Provides assistance, information and support to others, to build a basis for future reciprocity 	<ul style="list-style-type: none"> • Asks about and demonstrates a sincere and genuine concern for the other person’s personal experience, interests, and family • Asks questions to identify shared interests, experiences or other common ground; uses the information gained to develop a close relationship • Shows a honest and genuine interest in what others have to say; clearly values their perspectives and ideas • Recognizes and clearly appreciates the business concerns and perspectives of others • Expresses gratitude and appreciation to others who have provided information, assistance or support; gives them a sense of satisfaction about their contributions • Takes time to get to know and develop a relationship with co-workers, to build rapport and establish a common bond • Builds long lasting relationships with people whose assistance, cooperation and support may be needed • Provides valuable and needed assistance, information and support to others, to build a basis for future reciprocity; makes others want to build a partnership

15 - Building Collaborative Relationships - The ability to develop, maintain, and strengthen partnerships with others inside or outside of the organization who can provide information, assistance and support.

	Basic	Proficient	Advanced
Supervisor/ Manager	<ul style="list-style-type: none"> • Knows general information about the other people • Looks for shared interests, experiences or other common ground • Shows a general interest in others; listens to their perspectives and ideas • Listens to general concerns and perspectives of others • Recognizes how others have provided information, assistance or support • Attempts to get to know co-workers to look for common ground • Tries to get to know people whose help may be needed • Offers assistance, information and support to others, whose help may be needed 	<ul style="list-style-type: none"> • Asks about the other person’s personal experience, interests, and family • Asks questions to identify shared interests, experiences or other common ground • Shows an interest in what others have to say; acknowledges their perspectives and ideas • Recognizes the business concerns and perspectives of others • Expresses gratitude and appreciation to others who have provided information, assistance or support • Takes time to get to know co-workers, to build rapport and establish a common bond • Tries to build relationships with people whose assistance, cooperation and support may be needed • Provides assistance, information and support to others, to build a basis for future reciprocity 	<ul style="list-style-type: none"> • Asks about and demonstrates a sincere and genuine concern for the other person’s personal experience, interests, and family • Asks questions to identify shared interests, experiences or other common ground; uses the information gained to develop a close relationship • Shows a honest and genuine interest in what others have to say; clearly values their perspectives and ideas • Recognizes and clearly appreciates the business concerns and perspectives of others • Expresses gratitude and appreciation to others who have provided information, assistance or support; gives them a sense of satisfaction about their contributions • Takes time to get to know and develop a relationship with co-workers, to build rapport and establish a common bond • Builds long lasting relationships with people whose assistance, cooperation and support may be needed • Provides valuable and needed assistance, information and support to others, to build a basis for future reciprocity; makes others want to build a partnership

15 - Building Collaborative Relationships - The ability to develop, maintain, and strengthen partnerships with others inside or outside of the organization who can provide information, assistance and support.

	Basic	Proficient	Advanced
Director/ Executive	<ul style="list-style-type: none"> • Asks about the other person’s personal experience, interests, and family • Asks questions to identify shared interests, experiences or other common ground • Shows an interest in what others have to say; acknowledges their perspectives and ideas • Recognizes the business concerns and perspectives of others • Expresses gratitude and appreciation to others who have provided information, assistance or support • Takes time to get to know co-workers, to build rapport and establish a common bond • Tries to build relationships with people whose assistance, cooperation and support may be needed • Provides assistance, information and support to others, to build a basis for future reciprocity 	<ul style="list-style-type: none"> • Asks about and demonstrates a sincere and genuine concern for the other person’s personal experience, interests, and family • Asks questions to identify shared interests, experiences or other common ground; uses the information gained to develop a close relationship • Shows a honest and genuine interest in what others have to say; clearly values their perspectives and ideas • Recognizes and clearly appreciates the business concerns and perspectives of others • Expresses gratitude and appreciation to others who have provided information, assistance or support; gives them a sense of satisfaction about their contributions • Takes time to get to know and develop a relationship with co-workers, to build rapport and establish a common bond • Builds long lasting relationships with people whose assistance, cooperation and support may be needed • Provides valuable and needed assistance, information and support to others, to build a basis for future reciprocity; makes others want to build a partnership 	<ul style="list-style-type: none"> • Is well known in the organization for asking about and demonstrating a sincere and genuine concern for the other person’s personal experience, interests, and family • Demonstrates a passion for asking questions to identify shared interests, experiences or other common ground; uses the information gained to develop a close relationship • Supports and coaches others to show a honest and genuine interest in what others have to say; helps them to clearly value the perspectives and ideas of others • Creates a culture that recognizes and clearly appreciates the business concerns and perspectives of others • Is a role model for expressing gratitude and appreciation to others who have provided information, assistance or support; gives others a sense of satisfaction about their contributions • Coaches others to take time to get to know and develop a relationship with co-workers, to build rapport and establish a common bond • Has a long track record for building long lasting relationships with people whose assistance, cooperation and support may be needed • Leads by example by regularly providing valuable and needed assistance, information and support to others, to build a basis for future reciprocity; makes others want to build a partnership