WANT BETTER COLLABORATION?

Don’t be so DEFENSIVE!
260% increase in 1 year
55% reduction in the 1st generation
Red Zone Environments
Produce
More Red Zone Behavior
Green Zone Environments Produce More Eggs & Lower Mortality
**Red Zone**
- Low trust-high blame
- Threats and fear
- Guardedness
- Hostility
- Withholding energy
- Risk avoidance
- Attitude of entitlement
- Cynicism and suspicion
- Work is painful
- External motivation

**Green Zone**
- High trust-low blame
- Mutual support
- Dialogue and shared vision
- Honesty and openness
- Cooperation
- Risk taking
- Sense of contribution
- Sincerity and optimism
- Work is pleasurable
- Internal motivation
DIFFERENCES BETWEEN COLLABORATIVE AND ADVERSARIAL WORKPLACES
(Kotter & Heskett)

Difference in Net income ____________________________

Difference in Stock price ____________________________

Difference in Revenue ________________________________

Difference in Workforce Expansion or Contraction ____________________________
DIFFERENCES BETWEEN COLLABORATIVE AND ADVERSARIAL WORKPLACES
(Kotter & Heskett)

- Net income improved **755%** more
- Stock price grew **826%** more
- Revenue increased **516%** more
- Workforce expanded **246%** more
5 ESSENTIAL SKILLS FOR BUILDING COLLABORATIVE ENVIRONMENTS AND RELATIONSHIPS

1. Collaborative Intention
2. Truthfulness
3. Self-Accountability
4. Self-Awareness
5. Negotiating and Problem Solving
What pushes you into the **RED ZONE**?

What helps you return to the **GREEN ZONE**?
5 ESSENTIAL SKILLS FOR BUILDING COLLABORATIVE ENVIRONMENTS AND RELATIONSHIPS

1. Collaborative Intention
2. Truthfulness
3. Self-Accountability
4. Self-Awareness
5. Negotiating and Problem Solving
Increases in Ability To:

- Manage differences between myself and other people I work with: 34.7%
- Stay in the Green Zone: 43.8%
- Help other stay non-defensive: 37.8%
- Getting my interests met in conflict: 27.2%
Managing Your Own DEFENSIVENESS
SOFTWARE THAT REALLY SUCKS
Defense budgets in organizations & on teams show up as….

- More meetings
- Revisiting previous decisions
- Longer meetings
- Triangulating
- People not telling the truth
- Hiding mistakes
- People pretending things
- Lack of clarity
How does DEFENSIVENESS show up in your Team/Organization/Business?

What does it cost?
Premise:

Defensiveness does not protect us from other people. It defends us from fears we don’t want to feel.
SIGNS OF DEFENSIVENESS

- Check each sign that applies to you
- Circle your top three
1. Acknowledge it
2. Slow down
3. Check negative self-talk
4. Create an ACTION PLAN
DEFENSIVENESS ACTION PLAN

When my early warning system tells me I’m getting defensive, i.e. I notice myself doing:

1. ________________________________
2. ________________________________
3. ________________________________

I will take the following action:

1. ________________________________
2. ________________________________
1. Acknowledge it
2. Slow down
3. Check negative self-talk
4. Create an ACTION PLAN
5. Start over
HOMEWORK

1. Start noticing if you are in the **RED ZONE** or the **GREEN ZONE**
2. Look for your Early Warning Signs
3. Practice your Defensiveness Action Plan