

SURFACING CREATIVE LEADERSHIP

COLLABORATOR

Collaborator measures how effectively you bring people together to find common ground, build alignment, and create win-win solutions.

Collaborator's Correlation to Leadership Effectiveness

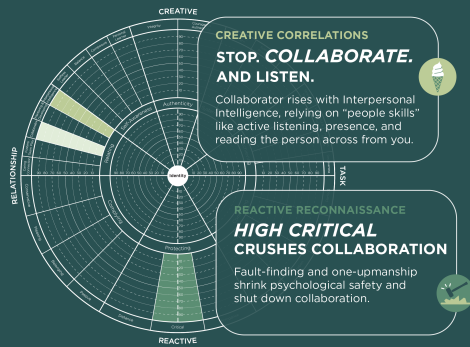
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Collaboration is a force multiplier. Leaders who build alignment unlock far greater results.

High scores signal that you:

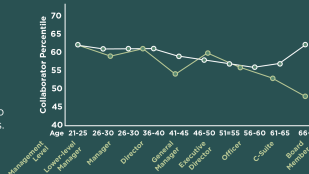
- Listen deeply to differing perspectives
- Stay open to being influenced
- Encourage healthy dialogue
- Build strong partnerships across teams
- Balance advocacy with curiosity
- Negotiate for outcomes that benefit everyone
- Build alignment around shared goals

CORRELATIONS WORTH NOTING



WITH MORE POWER...

...comes less collaboration. Scores for Collaborator stay fairly steady across age groups but tend to drop as management responsibility rises. As you climb the ladder, don't lose the instinct to reach for others.

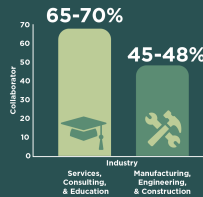


WHERE ARE THE COLLABORATORS AT THE TOP?

Surprisingly, Collaborator doesn't even rank in the top 10 traits shared by CEOs and senior leaders in our database. The opportunity? Leaders who model real collaboration at the top stand out.

GET TO WORK.

Collaborator scores are highest in professional services (70%), service and consulting (68%), and education (65%)—industries built on relationships. Still room to grow? Manufacturing (45%), engineering (47%), and construction (48%).



TIPS FOR LEADERS

Build your capacity in Collaborator

Listen To Understand, Not Respond

Start with curiosity. Let new perspectives reshape your thinking.



Look for the Win-Win

Move beyond "my way or yours." Find solutions that move everyone forward.



Invite Voices into the Room

Better decisions emerge when more perspectives shape them. Bring others in early.



THE DATA IS CLEAR:

Great leadership is a team sport. The best leaders bring others with them.