

Does your workplace have a problem-solving collaboration culture?

Circle the alternative that you find most appropriate. Consider what it is typically like at your workplace; disregard exceptional incidents. Comments or qualifications regarding the respective items can be noted on a separate sheet.

1. Problem-solving

When collaboration problems or irritations arise, I can count on achieving a good solution by carrying on a constructive dialogue

Do not agree at all 1	Slightly agree 2	Somewhat agree 3	Mostly agree 4	Completely agree 5
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2. Respect

At my workplace, we can trust that our views and wishes will be treated with respect and interest

Do not agree at all 1	Slightly agree 2	Somewhat agree 3	Mostly agree 4	Completely agree 5
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3. Learning

At my workplace there is a desire to perform high quality work. Disagreements and critical viewpoints are positively regarded, as they can provide ideas for improvement and learning.

Do not agree at all 1	Slightly agree 2	Somewhat agree 3	Mostly agree 4	Completely agree 5
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4. Flexibility

We can count on colleagues and managers wanting to be obliging to the extent possible regarding specific desires and needs that may arise as a consequence of individual differences in living conditions and personality.

Do not agree at all 1	Slightly agree 2	Somewhat agree 3	Mostly agree 4	Completely agree 5
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5. Equal treatment

At my workplace, we deal with one another as equals independent of which professional group we belong to or which position we occupy.

Do not agree at all 1	Slightly agree 2	Somewhat agree 3	Mostly agree 4	Completely agree 5
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6. Ask first

At my workplace, we do not express hasty opinions about one another. If someone says something that appears to be stupid or strange, we first ask about the background of what was stated.

Do not agree at all 1	Slightly agree 2	Somewhat agree 3	Mostly agree 4	Completely agree 5
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7. Tolerance

There is a high degree of tolerance for people's occasional mistakes and errors. Thus, you can admit errors and talk about mistakes without running the risk of being branded as incompetent.

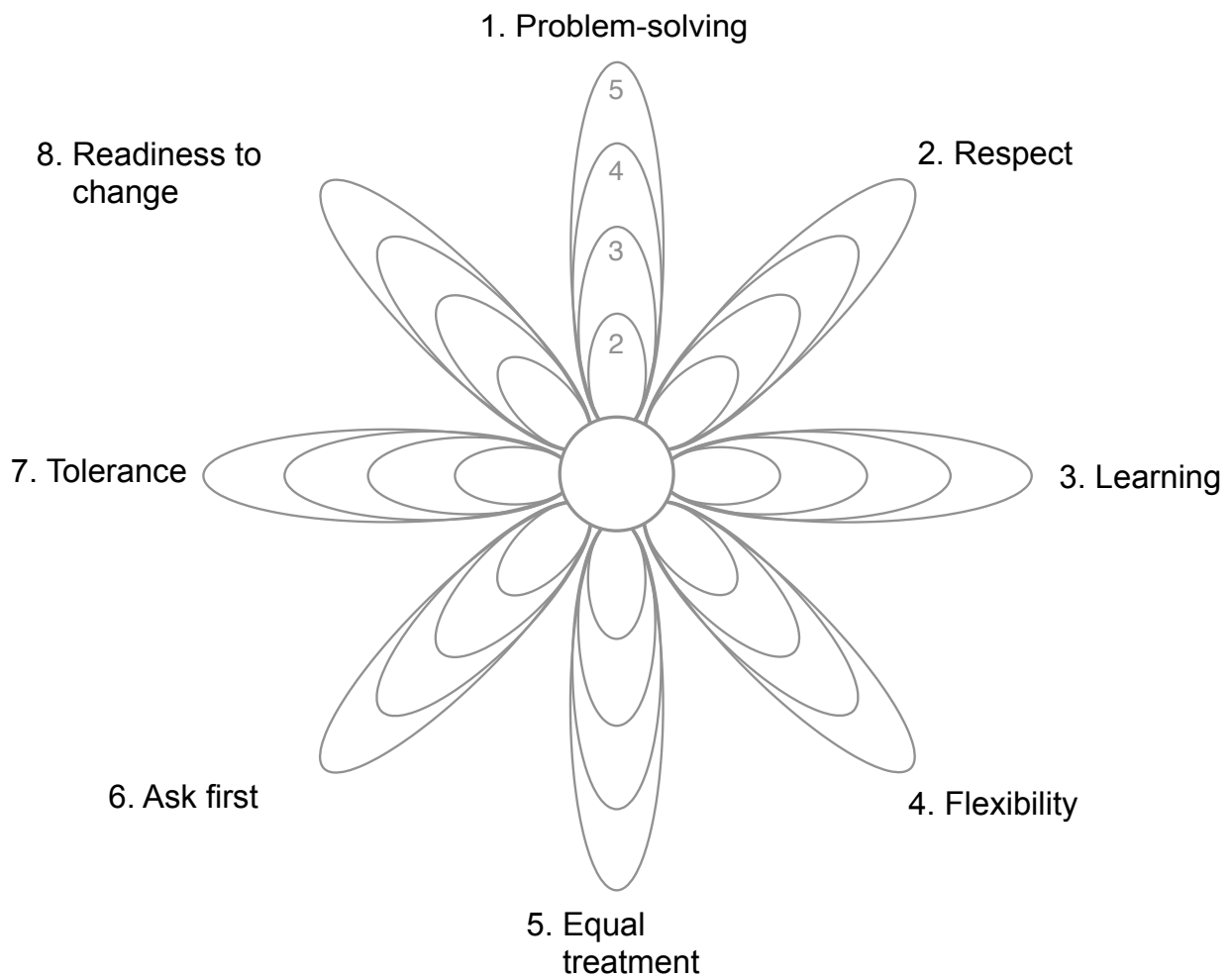
Do not agree at all 1	Slightly agree 2	Somewhat agree 3	Mostly agree 4	Completely agree 5
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8. Readiness to change

Our work is characterized by an eagerness to achieve good quality work that serves the needs of the surrounding world. There is, thus, a positive attitude toward reappraisal and change of working practices and priorities.

Do not agree at all 1	Slightly agree 2	Somewhat agree 3	Mostly agree 4	Completely agree 5
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Transfer the numbers from the worksheet to the flower like this:

1. No petal is coloured.
2. Colour the smallest-sized petal.
3. Colour the two smallest petals.
4. Colour the three smallest petals.
5. Colours all the petal sizes.