

## CLUES TO DETECT LOW COMMITMENT BY PARTNERS

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### PURPOSE

Collaborations can benefit from uncovering the early warning signs that partners are not contributing sufficiently or taking responsibility for achieving results. Barriers in your collaboration process, gaps in leadership and communication, and poor accountability may be the reasons why the work is not getting done.

### HOW TO USE THE TOOL

- Use this checklist to detect whether your collaboration has any issues with partner commitment.
- Ask partners to reflect on the following statements and identify all those that they perceive to be true.
- If a number of the statements are true, then plan a time when you can have an open and constructive conversation with partners about what is happening and why as well as what can be done. If you need to, bring in a facilitator or trusted convenor to support the dialogue.
- Remember to revisit your collaboration agreement and check with partners about their own changing context and interest in the collaboration, as well as how the collaboration process and leadership might be facilitating or inhibiting your progress.

### Are any of these signs present in your collaboration?

- There are always a lot of excuses given by partners for not meeting goals
- Partners pick up the work when another partner doesn't do it
- The vast majority of tasks fall on the shoulder of a few partners
- A few partners are constantly chasing others down to get a status report
- People talk freely when results are achieved, but are more uncomfortable or clam up when they aren't
- People are afraid to point a finger at someone else because their performance may then be judged
- Some partners are routinely disappointed with the results that other partners deliver
- Expectations keep changing so partners feel that they waste a lot of time
- Partners aren't clear about the purpose or outcomes and their respective responsibilities or commitments
- Partners don't always feel supported by their organization to commit to responsibilities
- Some partners lack confidence that they have something valuable to offer

- Partners feel nervous about doing things the wrong way
- People get stuck easily in their tasks and don't know how to overcome obstacles
- We are much better at finding fault than celebrating success
- Lots of people just sit and wait to be told what to do
- Partner's interest in and energy for the collaboration are waning
- Tasks fall between the cracks because people think someone else will do it



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