



# Collaboration Literacy

## Mindset, Techniques and Technology

Collaboration is the unsung 4th Literacy. Get into a flow towards your goals by learning how to collaborate with the right people, starting with yourself.



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Some people are successful in Life despite failing in school. Despite not being skilled in the 3 literacy's of Reading, Writing and Arithmetic they were skilled in collaborating with themselves and with others because they had 'Collaboration Literacy'. Many people, even though they had success at school went on to demonstrate that they suffered from 'Collaboration illiteracy'. Many charitable and volunteer organisations do great work in themselves yet fail to collaborate with each other to consolidate their efforts in dealing with social issues. Businesses too would rather compete even when times are hard and collaboration and alliances would make sense to reduce costs and keep companies afloat.

For a Paradigm of Collaboration Literacy, what are the mindsets we must engage with? What techniques get the ideas put into real world practice? How can techniques be brought to greater numbers of people by using technology, such as wisdom-driven social networking, to scale collaboration?

### Presenting The Collaboration Cycle

A Framework for Collaboration

People who are actively awake to the support they seek connect to others and have conversations which lead them to cooperate with one another and contribute to making a difference to one another. Eventually commitment emerges that leads them to collaborate on long term creation of something they will want to communicate to a wider audience they want to connect into.

### Presenting Fieldworking

Techniques and Technology for Collaboration

Engage participants in techniques to find wisdom and insights from others who they mutually can 'wise up' with and initiate Collaboration with.

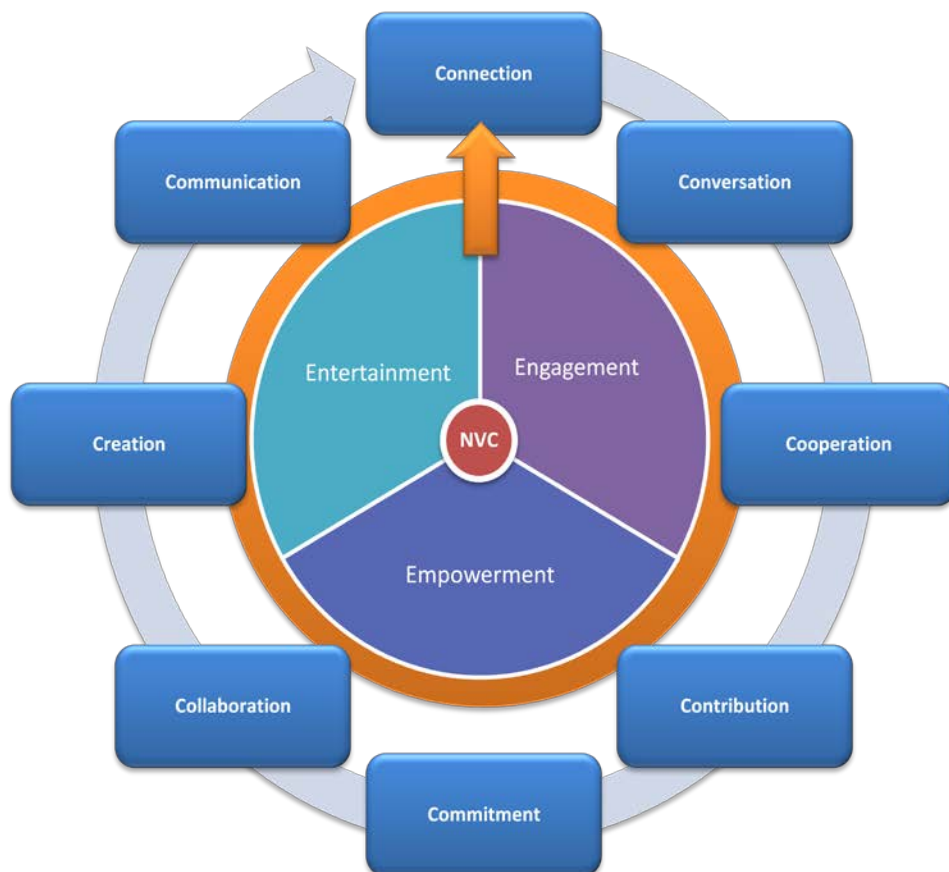
Online technology matches participants to others attending for prospective joint ventures, partnerships or mentoring exchanges to develop ongoing collaboration.



	1. Considering	2. Nurturing	3. Resonating
Bookmarked			
Similar	6	3	9
Complementary	1	10	4
Opposite	1	0	2
<b>Totals for Stages</b>	<b>8</b>	<b>13</b>	<b>15</b>

Profile	Similar	In Sync
(1). <b>Person: Jazz Rasool</b> Profile Date: 2013-10-18 Path: Logical Master	<b>100%</b>	100%
(2). <b>Person: Cristina Miranda</b> Profile Date: 2013-10-23 Path: Logical Leader	<b>34%</b>	29%
(3). <b>Person: Chris Kent</b> Profile Date: 2013-10-18 Path: Logical Explorer	<b>33%</b>	32%

# The Collaboration Cycle



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If the initial **connection** forms between people based on right mix of Empowerment, Entertainment and sustained Engagement, a *rapport* or *resonance* builds and **conversations** ensue where the people who have connected begin to engage in a deeper discovery process of one another or the mutual subjects they are discussing. Rapport is critical to initial as well as sustained connection and is dependent on how sympathetic or empathic people are with one another.

**Rapport** depends on people's ability to **Acknowledge, Appreciate** and **Affirm** one another in conversation as well as on the quality and quantity of shared **experience**. A lack or breakdown of Rapport must be addressed using Non-Violent Communication (**NVC**) which takes a non-judgemental approach to gathering precise and clear Observations, Feelings, Needs and Requests. These must be channelled using **Fieldworking** techniques that focus on people's Intentions, Priorities and Way of being getting the Support, Challenge and Reflection needed for fulfilled growth and progress towards purpose. At its root Fieldworking relies on people having **Resonance** around *What* they are seeking to Learn, *How* they are learning and *Who* they want to exchange Learning with. This mix of learning defines the unique reasons *Why* they are learning to meet needs the way they are.

If you have no shared experiences you, at most, can have *sympathy* for one another. With shared experiences though, *empathy* can emerge and a deeper level of trust can arise. This can lead to a desire to move beyond conversation to a wish to support or help one another out. This leads to agreement to **cooperate** with one another and **contribute** to one another. The more mutual Acknowledgement, Appreciation and Affirmation there is of one another's experiences the more two people move from sympathy to true empathy.

When enough cooperation is followed through by regular and substantial contribution, a desire to **commit** to helping each other for the long term emerges. At this point people usually make a verbal or written agreement to **collaborate** and **create** something that will take a long time to complete or develop. If the collaboration is not private then people often want to **communicate** what they have created to the wider world and achieve a new level of **connection** beyond themselves to a wider audience. At this stage the stages of collaboration have come full circle and now a new balance of Empowerment, Entertainment and Engagement must be sought with a wider audience.

If people get stuck at any stage it is because earlier stages were not completed or honoured enough or because individuals are not being honoured and might be unable to collaborate with themselves because they are stuck at some stage of a personal collaboration cycle. This can lead people to go backwards in the larger Collaboration Cycle into a *Competition* cycle that can only be broken out of when individual's intentions, priorities and way of being have been nurtured. When competitive symptoms manifest it is a form of useful feedback indicating individuals need to collaborate with themselves more effectively or others need to honour and respect them more.

# Moving forward

**To move to the next stage of collaborating  
There must be enough of the right,**

- Support
- Challenge/Stretch
- Reflection/Processing

Each of these needs to have **Trust**.  
Trust built on 3 'proofs'

- Evidence
- Experience
- Education (View/Model/Principle/Sense)

# Reversing (Competition)

**Going back to a previous stage in the cycle  
is needed if there isn't enough of the right**

- Support
- Challenge/Stretch
- Reflection/Processing

Reversing can be experienced as Competition. Where people feel they need their own interests looked after more. It often happens if there is not enough **Trust**. This is due to individuals not being able to collaborate with themselves or there not being enough 'proofs' to go forward:

- Evidence
- Experience
- Education (View/Model/Principle/Sense)

# Collaboration and Resonance Engine (CARE)

*A mechanism for Collaboration Literacy,*

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Collaboration is critical for creativity and innovation in personal life, business and in society. Collaboration is like Charity in that it begins at home. A person who can get out of their own way will find their way. Many people who can self-collaborate as individuals can come together and organically collaborate to find new ways to solve the world's problems as well as achieve long held aspirations. In this sense Collaboration is a literacy that contributes to development of intelligence and wisdom much like reading, writing and arithmetic -however without collaboration, particularly self-collaboration, the other literacy's cannot be applied effectively for personal advancement, sustainable business growth or for evolving society.

So Collaboration Literacy is the primary literacy that must be learnt even before a child starts school for the first time. Many people who suffer from '*Collaboration illiteracy*', despite academic success, may get in their own way and let themselves down in Life and Work. Many ,who are '*Collaboration literate*', whatever their success in school, can become successful in the lives they go on to live as well as in the contribution they make to society.

The **Collaboration and Resonance Engine (CARE)** is a new paradigm and framework that implements Collaboration Literacy to create innovation, insights and sustainable growth for individuals, businesses and society. CARE's paradigm consists of a framework of *Mindsets, Techniques* and *Technology* that can be used to sustainably evolve an individual, a business or a community. CARE evolves people, driven by past '*Relevance*' factors of surface Interests, Preferences and Behaviours, towards emerging deeper '*Resonance*' factors found in solutions addressing social and environmental challenges where people must act on deeper Intentions, Priorities and ways of Being.

## **Context for Collaboration Literacy**

People succeed or fail in Life, Work or Society depending on their ability to collaborate, with themselves, with others and with their environments. If you get in your own way you won't find your way in the world -you are suffering from '*Collaboration illiteracy*'. An individual, who gets in their own way, frequently gets in the way of others leading to lost opportunities for survival, insight, innovation, creativity and peace. If a person can get on with themselves, that is they can '*self-collaborate*', they are more likely to survive and evolve as well as be more productive and stable in a sustainable way. Collaboration illiteracy arises from a person experiencing a lack of Support, Challenge and Reflection in the right proportions. If a person has too much Support, Challenge or Reflection in their diet of social experiences they will be unable to develop in an authentic and sustainable way, let alone identify the right values, goals and purpose to live by together with others. *Support, Challenge* and *Reflection* are '**Social Vitamins**'. Every person, community or natural ecosystem needs to get their '*3-a-day*' in the right doses to grow and evolve sustainably. Imbalances in Social Vitamins impair self-collaboration and natural wisdom.

## **The Collaboration Literacy Initiative**

Collaboration Literacy integrates Western and Eastern Mindsets of personal, social and business development. The mindsets were used to create in person techniques for people to manage their life and work activities towards achieving specific goals or to fulfil a purpose. The techniques found to be effective over six years of practice were encoded into web-based profiling technology. The technology gauges the emotional and social intelligence employed by a person to motivate themselves to meet their needs or help others with theirs all with the aim of meeting a specific goal or purpose. Scores from a needs/intelligence questionnaire can be placed on a grid and turned into colours to create colour heatmap images illustrating self-collaboration and social collaboration effectiveness. The scores can be used to create digital images online. Images of individuals in groups or communities can be combined to create a collective collaboration effectiveness image of the whole group. A key outcome of group/team collaboration has been **The Collaboration Cycle**, a cycle of steps that are imperative to follow for effective collaboration. If someone gets stuck at any step, addressing earlier incomplete steps progresses collaboration. Software can match people based on Support, Challenge and Reflection that can be exchanged.

## **The Potential Impact of Collaboration Literacy**

Wherever people are trying to come up with innovative solutions or insights it is important that they work with a diverse enough gene pool of views and ideas. Ecosystems in nature thrive when many species provide variety of life. A team working on a creative project or villagers trying to solve an agricultural problem need to form into groups with enough variety of vantage points on issues to implement effective solutions. CARE profiling identifies people as Logical or Intuitive, focused on What they Learn, How they Learn or Who they Learn with. They are matched to people who are Similar, Opposite or a mix of Similar and Opposite. Matching by Social Vitamins ensures everyone has someone to Support them, Challenge them and to Reflect with so they can be optimally creative. Software shows the % Support a person can exchange with every other person profiled as well as % Challenge and % Reflection. For individuals the % of Needs/Skills a person has to collaborate with themselves and others (known as VQ, Vitality Quotient) is multiplied by the calculated % Commitment with which they are applying those skills. This gives % Impact they are making compared to what they could.

## **Long-term Effects of Collaboration Literacy**

Individuals will be able to attend to their needs with the right awareness, management and innovation. Groups of people created from ideal mixes of people who can Support, Challenge and Reflect with one another in creative ways will have sustained cohesion, reduced conflict as well as insight and innovation that supports survival and evolution while respecting environmental resources. Those working in Design, Creative and Digital sectors will be able to use the techniques and technology to generate novel designs in the arts. Used in Social projects, improved community and cultural collaboration will result in more effective conflict resolution and sustained rapport in relationships within multicultural districts. In Education, students learning styles can be profiled and engaged with to provide the right Support, Stretch and Reflection for optimum learning. Authorities can ensure those arrested for criminal activities learn self-collaboration and get support, challenge and reflection necessary for rehabilitation. Recent trials have shown how people can improve

mental health by monitoring, managing and mastering it with the right Support, Push and Reflection based on Mindfulness. Society and Industry nurtured by Resonance from Social Vitamins will bring vibrancy to Society and sustainable Economies for mankind and sustainable Ecosystems for Nature.

### **The History and Vision behind Collaboration Literacy**

Originally studying for a degree in Astrophysics led to me developing a strong interest in cosmology and planetary science including the emergence of intelligence in human beings. This led to embarking on a Masters degree in Computer Modelling of Molecular and Biological Processes with particular focus on drugs used to alter brain and nervous system function. After graduation I was asked to teach mind-body effects, stress management and wellbeing in colleges, events, businesses and voluntary organisations around the world. I coached people extensively face to face and assessed them via paper questionnaires that eventually became computerised with additional software providing self-collaboration and social collaboration guidance through Support, Challenge and Reflection. The 2011 UK riots began in my district in North London with rioting taking place right up to half a mile from where I lived. After rioting ceased I worked with Police, Community Leaders, Media and Social Organisations to establish better understanding of collaboration and associated skills between those affected. I found that a cycle of specific steps led to successful cohesion, learning and collaboration and that cycle of steps became The Collaboration Cycle. The Collaboration Cycle was integrated into Social Vitamins technology to create Collaboration Literacy practices.

### **Planning for Collaboration Literacy Operations**

Projects in Mental Health, Collaboration in Art Education, and establishing online Collaboration platforms for NGO's are all due to be launched in the period May 2014-Dec.2014. New software that enables people to collaborate in fully immersive 3D virtual spaces has already been piloted and will be expanded to trial case studies involving people networked across the world. Ongoing real world workshops introducing Collaboration Literacy practices and technology are due to be explored in the Education and Justice sectors. Risk factors primarily relate to online security, lack of staff to deliver training, funding to support online servers and software. The organisations that are expressing interest in using Collaboration practices and technology will be worked with so as to provide train the trainer programmes. Funding for the last six years has been provided by personal funds and contracts for profiling and practice workshops however much more extensive funding is needed to sustain expansion to more audiences. In 2013 the software and approaches were given a European Union Regional Development Fund grant of £10,000 to evaluate their conceptual foundations in conjunction with researchers at Goldsmiths University in London. Further grants are due to be applied for to fund case studies and pilots.

### **Comparing and Contrasting Collaboration Literacy**

Simpol (Simultaneous Policy) is an example of facilitating people to operate collaboratively through political systems that support sustainable practices. There are no techniques or technology involved as the aim is to campaign for voters to support politicians, officials into power only if they sign up to Simpól principles. This has been running for many years but despite politicians supporting it very little opportunity has been generated for real change.

The UK Values Alliance is a recently formed group of businesses and change practitioners that seek to create a values driven society with satellite groups already coming to existence in different continents. The group has already had several meetings, workshops and webinars drawing thought leaders to come together to explore how values such as collaboration and Compassion can be better facilitated in Society and Business.

Each of these lacks measurable approaches as well as techniques or technology to support more effective learning between participants. Use of CARE in the last six years has led to hundreds of people being profiled and taken through minimal viable experiences to show efficacy. Members of the public, professionals and organisations have all begun to add momentum to have Collaboration Literacy more widely established.