

Collaboration Health Check

Check voice, candor, shared ownership, disagreement, follow-through, and professional trust.

Team behavior	Strong	Inconsistent	Needs attention
Everyone has a meaningful opportunity to speak.	■	■	■
We can disagree without making disagreement personal.	■	■	■
We ask clarifying questions before assuming intent.	■	■	■
We can name a concern without immediately blaming a person.	■	■	■
We admit when our own practice may need adjustment.	■	■	■
We share useful ideas and expertise.	■	■	■
Decisions feel like shared work.	■	■	■
We can give and receive professional feedback.	■	■	■
When we commit, we follow through.	■	■	■
When trust is damaged, we address it.	■	■	■

One team behavior to strengthen before our next check-in:

Final question: What would make it easier for this team to be honest, useful, and professionally safe with one another?