

## Collaboration and Teamwork

Working flexibly, effectively and respectfully with diverse teams or groups or those outside formal line of authority (e.g., associates, managers) to accomplish goals; taking actions that respect the needs and contribution of others; contributing to, compromising and accepting the consensus; taking and sharing responsibility, and valuing the strength of the team.

Knowledge	Skills	Attitude	Behaviour
<p>Observe personal values and beliefs and how they fit into the team,</p> <p>Knowledge about one's personal limitations and how to overcome them</p> <p>Know of coaching methods, feedback techniques and managing conflict</p> <p>Knowledge of how to deal with emotions</p> <p>Determine appropriate digital tools and technologies for collaborative processes.</p> <p>Choose the most appropriate digital tools and technologies for co-constructing and co-creating data, resources and knowledge</p> <p>Know about media &amp; promotion mechanisms with regard to youth work, including digital tools for networking &amp; collaboration</p>	<p>Demonstrate ability to work effectively and respectfully with diverse teams</p> <p>Organise, with ability to plan to collaborate with colleagues / young people to create authentic learning experiences that could / use technology</p> <p>Actively collaborate, share and co-learn with others to discover and use new (digital) resources and identify / troubleshoot technology issues.</p> <p>Utilises methods and techniques that support a clear &amp; fair division of roles and responsibilities</p> <p>Design individual and collaborative activities using digital media and technology</p> <p>Contextualise and conceptualise team work practices with principles of non-formal learning</p> <p>Able to match team members' competences to the objectives of the activity and to young peoples' profiles</p> <p>Deal well with crisis/conflicts with various approaches, e.g. coaching, supervision, feedback, cooperation</p> <p>Manage emotions</p>	<p>Exercise flexibility and willingness to be helpful in making necessary compromises to accomplish a common goal</p> <p>Willing to challenge and be challenged</p> <p>Commit to all opinions and voices being heard</p> <p>Adopts tasks that are not normally a part of one's role but that will ensure safety for the team and the group</p> <p>Willingness to ask for support and to admit personal limitations in the context of the activity/group</p> <p>Remain open to and ready for new challenges and opportunities</p> <p>Appreciate of the added value of collaboration and partnership</p> <p>Self-reflect and remain open to different sources of learning</p> <p>Being aware of one's own competences (Knowledge, Skills and Attitudes)</p> <p>Uphold the position that one is a role model, both as an individual &amp; as a team</p>	<p>Foster collaboration among the team members</p> <p>Help build team spirit and trust and values the strength of the team</p> <p>Assume shared responsibility within a team, allowing autonomy and flexibility where needed.</p> <p>Promote communication &amp; collaboration amongst the team members to nurture qualities &amp; deal with resistance</p> <p>Request and offers support where needed, showing patience, empathy and honesty</p> <p>Ensure that knowledge, skills, styles &amp; preferences in the team are shared &amp; communicated</p> <p>Coache others – where possible and requested – based on the approach of non-formal learning</p> <p>Receive &amp; express criticism in an open, respectful &amp; constructive way</p> <p>Deal with frustration in a constructive manner</p>