

# Hargraves Deep Dive Canvas: Individuals in teams

To find out more, ask yourselves and your team members these detailed questions.

<b>CONFIDENCE</b> and motivation to contribute			<b>CONNECTEDNESS</b> to feel part of something bigger		
<b>AUTONOMY</b> <i>I feel I have control over what I am doing</i>	<b>COMPETENCE</b> <i>I feel I am competent in what I am doing</i>	<b>SENSE OF PROGRESS</b> <i>I feel that I am heading in the right direction</i>	<b>BELONGING</b> <i>I feel that I am part of something bigger</i>	<b>TRUST</b> <i>I feel trusted and I trust others</i>	<b>ENGAGEMENT</b> <i>I feel involved and others engage with me</i>
<b>ROLES</b> How can I clarify my role within the collaboration? How can I clarify the roles of others?	<b>TECHNICAL SKILLS</b> How can I access learning to increase or perfect my technical expertise to deliver outcomes?	<b>GOALS</b> How can I fully understand the goals of the collaborative work?	<b>VOICE</b> How can I make my voice heard?	<b>HELPFULNESS</b> How can I feel that it is okay to ask for and give help within our team?	<b>CONNECTING</b> How can I form friendly relationships with a broader network of people?
<b>PROCESS</b> How can I be freer to achieve my work goals in my own way?	<b>INTERPERSONAL SKILLS</b> How can I improve my skills to get on better with others in the team?	<b>MOTIVATION</b> How can I find inspiration to achieve my work goals?	<b>RAPPORT</b> How can I deepen relationships with others and find things we have in common?	<b>PSYCHOLOGICAL SAFETY</b> How can I feel safe asking questions, challenging others and contributing my ideas?	<b>RESPONSIVE</b> How can I be more responsive to others when they connect with me?
<b>RELATIONSHIPS</b> How can I be freer to form relationships I choose to achieve my work goals?	<b>TECHNOLOGY SKILLS</b> How can I learn to use new and existing technology well to improve work outcomes?	<b>FEEDBACK</b> How can I get and learn from feedback to improve my work performance?	<b>BLIND SPOTS</b> How can I identify and overcome my personal biases in dealing with people who are different to me?	<b>STRUCTURAL SAFETY</b> How can I feel safe working in this organisations' systems and structures? How can I feel reassured that we have what we need to achieve the outcomes?	<b>ONLINE</b> How can I better use social media, for example, posting, commenting and responding?
<b>CHALLENGE</b> How can I ensure that the work I do is challenging me and stretching my skills?	<b>LEARNING DISPOSITION</b> How can I be more open to addressing my weaknesses? How can I be more open to new ideas and information?	<b>RECOGNITION</b> How can I contribute to a culture of recognition, where the right people get credit for their achievements?	<b>PARTICIPATION</b> How can I participate more actively, for example, by volunteering for new roles and tasks?	<b>VULNERABILITY</b> How can I be more proactive in asking for help and support when I need it?	<b>RELIABILITY</b> How can I ensure I do what I say in a timely fashion? How can I help others to do what they say in a timely fashion?



1. Read each question and tick those you think are important for building collaboration.
2. Now, select and circle those that are most important to you right now.
3. Select 1 or 2 'most important' and think about actions you can take. Hint: to kick-start, look for quick wins!