

How Highly Do Organizations Value Collaboration?

Are the days of cutthroat competition among employees finally gone? Let's hope so, said Dave Hoff, the chief operating officer and executive vice president for leadership development at E·A·S·I·Consult®.

Hoff said there is a positive relationship between collaboration and an increase in revenue, as established by the Corporate Executive Board Co. (CEB). In addition, research has shown that the future leaders in our workforce - millennials - prefer collaboration over working alone.

So now is an important time for organizations to take a good look at themselves and ask these questions:

- How much emphasis does your organization place on collaboration?
- How would you measure this in term of importance?
- How do you as a management team signal to employees that you value collaboration other than giving it lip service?
- How well do your systems and processes support collaboration?

Of course, the best time to determine whether a person has the ability to collaborate is during the selection process. Hoff said organizations must ask themselves whether they consider collaboration to be among the top behavior skills they assess during the hiring process. And if they don't assess for collaboration, why not?

The October 2014 print issue of *HR Magazine* featured an article by Susan Ladika called "Collaborative Edge" that offers more insight on this topic. You can find a version of the article online [here](#).

About the Author

E·A·S·I·Consult® works with Fortune 500 companies, government agencies, and mid-sized corporations to provide customized Talent Management solutions. E·A·S·I·Consult specialties include individual assessment, online employment testing, survey research, competency modeling, leadership development, executive coaching, 360-degree feedback, online structured interviews, and EEO hiring compliance. The company is a leader in the field of providing accurate information about people through professional assessment. To learn more about E·A·S·I·Consult, visit <https://easiconsult.com>, email ContactUs@easiconsult.com or call 800.922.EASI.