

# Evaluate, Navigate, Negotiate, Collaborate and Cooperate



1. **Evaluate** – Check out the situation and positively assess each team member’s unique differences. Pay respectful attention to “differences”, as identified by the team member themselves – careful not to make assumptions about: gender, ethnicity, class, race, sexual orientation, degree of learned/applied skills, etc. Formulate how you will effectively respond to the differences within the team and seek to find common ground; listen for the possibility of similar or shared lived experiences.



2. **Navigate** – To navigate is to take a course of action, plan, work through various circumstances and situations while acknowledging and recognized differences within team members. Practice non-discriminatory communication skills effectively. Understand the critical differences between being “tested” (rites of passage based on an apprentice” learned skills) and/or being “targeted”(based on gender, sexual orientation, ethnicity, race, status, geographic birthplace, native tongue and language, age, etc.), as an apprentices is learning new skills.



3. **Negotiate** – Work it out, come to terms (find a way over and through tense moments). Take the time to explore a different communication paths to maintain a working relationship. Negotiation requires active listening skills. Ask questions in a respectful way. If tensions arise a team member can ask, “What’s the issue?” Not – “What’s your problem?”



4. **Collaborate** – Work jointly, combine efforts, team mindset, an “all in it to win it” approach. This requires a give-and-take approach. No one way is always right. Be open to different ways of getting the job done.



5. **Cooperate** – Cooperation requires a team to work together safely, effectively, and productively – within a culture of trust. Honoring and respecting differences open up channels of communication. Demonstrating inclusive practices and processes requires effective communication skills. Cooperation is about how team members operate (work, handle, manage) their tasks together, as a collective with an “all in it to win it” attitude and approach.

**Key Point: Practice using High 5 team tools with skill and precision. Like any tool, High 5 skills are mastered over time with use and practice.**