

What Is The Current Environment Within Your LHIN & Health Link Partnerships?

Defensive Environments Characterized By:

- Command & Control
- Rules-Based
- Low trust/Negative Gossip
- High blame/Blame Avoidance
- Alienation
- Undertone of Threats
- Fear & Anxiety
- Guardedness
- Hyperrivalry
- Withholding
- Denial
- Hostile arguments
- Risk Avoidance
- A tendency for people to "hide mistakes"
- Cheating
- Self-serving Leaders
- Focus on Self
- An attitude of entitlement
- Greed
- Political Games
- Inner Circle
- Cynicism
- Sarcasm
- Dependence on external motivation
- Character Assassination
- Work experienced as painful

Collaborative Environments Characterized By:

- Highly Participative
- Shared Vision
- High Trust
- Dialogue/Team Learning
- Mutual Support/Respect
- Honesty
- Openness to Feedback
- Facing difficult truths
- Friendship
- Laughter/Fun
- Sincerity
- Inspirational Leadership
- Excitement
- Cooperation
- Friendly Competition
- Innovation
- Creativity
- Focus on Customers/Clients
- Risk-Taking
- A tendency to learn from mistakes
- Taking a broad perspective
- Flexibility
- Focus on Purpose
- Sense of Contribution
- Internal Motivation
- Ethical Behavior
- Equity/Inclusiveness
- Optimism
- Authentic Community
- Work experienced as pleasure