



QUIZ #6 TEXT REPORT – BUILD COLLABORATIVE RELATIONSHIPS – “Let The Status Quo Go”
Karen Ross, Secretary, California Department of Food and Agriculture

Personal: To advance personal growth, skill or awareness:

1. During social gathering I found the person who was not as participating and made sure they were included in the conversation.
2. As a family we like to include everyone in the household in our decision making processes
3. To make my family more comfortable and collaborative, I become more flexible and creative. I look for new ways of doing household chores, making food, cleaning, shopping, and even exercise. Therefore, I feel full, happy, and satisfied.
4. d&d campaign where the team must work together to solve a mystery each character has its own voice and skill set that is necessary to solve. Resolve the challenges faced before us.
5. Through working with my teenage daughter and finding the way of doing things we both can agree on
6. This week I took a family trip up to the north coast to give our oldest a campus tour of the local university. My wife and I understand that our teenagers' tolerance for hanging out with parents is limited and comes in short stints before they become disinterested. We've learned that by collaborating together as a family in our planning, we ensure their buy-in with at least some of our common activities and more importantly the timing.
7. I'm negotiating a new living situation and adjusting by realizing I need to be more inclusive and communicate more about my habits.
8. Planning family vacation - I set up a computer sheet for everyone to express their ideas and place priorities on which activities they'd like to do during our vacation. Then we got together on a few nights as a family to discuss.
9. I have been meeting with families that have multiple children to get advice on having multiple kids and how to have work life balance. This inclusive environment allows me to be more confident in decision-making.
10. In developing plans and sharing and receiving thoughts with family and friends.
11. I have become more open to other people and ultimately am improving my life by trying new things. This weekend my friend asked if I wanted to accompany her for some errands. It sounded somewhat dull, but I realized that her car and the grocery store had A/C and my apartment did not, so we could mutually benefit one another if I kept her company and she kept me cool. We ended up having a delightful day of car-washing and grocery shopping for a delicious Filipino dish her mother was preparing. I got to try several food items I had never tried before, and I loved them. My friend was happy to share her culture with me and teach me while she shopped, and when she dropped me off at my sweltering apartment she said "I was dreading this day of chores, but with you it didn't feel like a chore at all. Thank you." <3
12. Rolling up our sleeves really resonated with me while being respectful and open to hearing other's opinions.



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13. I always try to understand everyone's preferences, and I discussed this with my husband. This is very important to an inclusive, loving home, and I think that it's abundantly important to include everyone in consensus building, and decision making.
14. The community where I live has many "senior citizens" who are currently quite upset with a water system refurbishing construction project to bring better water pressure service to all residents here. There are many angry people who see only the construction road work and accompanying dirt rather than the benefits that we/they will receive when the project is completed. I have initiated conversations with several of these neighbors so they can vent their frustrations, express what they expect, inform them of the construction schedule facts and process, and solicit their ideas of how they would respond to these challenges given the resources at hand. This has increased understanding and tolerance to at least a better level than previously.
15. Talking to my children about accepting more foster kids into our home. Giving them the pros and cons from my point of view and allowing making the decision best for themselves as well as our family.
16. My mind and thinking is more open now to creative solutions. This program has encouraged me to begin thinking of alternative solutions and to be open minded again, like how I used to be before I became slightly jaded. (I admit it - working for a bureaucracy has been challenging, but rewarding.) This thinking resounds in personal life and how you treat and react to others daily.
17. Skills building collaborative relationships benefit me personally through a living and engaging marriage, respectfully children, and a good neighbor
18. I feel I am always trying to grow personally which in fact will also help me grow professionally. I feel I am always trying to learn new things as I progress in life. No matter how old I get or how much knowledge I gain, there will always be room for growth and new skills. I practice this as often as I can.
19. I always involve and am inclusive of all kinds of people and ideas in my personal life, so that I can listen and hear different ideas. This helps me build better direction in my life.
20. In my personal life I apply these skills in the way I approach challenging situations. Before making a decision you need to exhaust all possible perspectives and viewpoints before reaching a final solution. The solution needs to be one that will provide you with a clear vision of a long lasting positive result that will tackle challenges effectively. In order to do this, you need to build consensus with those who surround you, those who are closer to the work and have the expertise that will further your goals. Inclusiveness is key in approaching long lasting solutions. I strive to be open minded when asking for feedback and this has helped me welcome others to be part into my decision making process.



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Professional: professional development or work related:

1. Compromised at the office on our new program goals. Tried to reach consensus with differing opinions
2. I empower my unit to make independent decisions and govern their own responsibilities
3. Allowing everyone to participate in meetings/discussion, asking them their thought on how to handle a situation/issue before providing a recommendation
4. I'm always looking to engage others (staff, peers, managers) in supporting the vision or mission of our work team. Being respectful and courteous is important to help others feel comfortable and welcome. This creates a
5. My passion, courage, and cultural intelligence encourage and foster an inclusive environment at work for better decision making. I believe listening is important key. I listen to my team at work, get to know their interest, and make them comfortable. Then I explain my project to them and engage them in a way that they get evolve in the project to achieve our common goals.
6. I have enjoyed learning how to appreciate each co-workers strengths and work collaboratively and innovatively to achieve goals.
7. Coordinating with another division to update project documents can be frustrating. Instead of doing the work and having the other division redoes it. I'm listening to the other division and trusting their expertise in that area that way we don't duplicate work.
8. On my credit card project getting consensus on new processes
9. Worked with various internal and external partners to move project forward
10. In my work life, we foster an inclusive environment for collaboration, contributing ideas, and planning that gives all staff a sense of ownership. We understand that we want to hear from individuals with particular strengths and experiences and give them the opportunity to inform our decisions as managers.
11. I make the environment a "safe" zone and encourage others to share their thoughts, questions, comments, and concerns within my work environment.
12. In our water affordability proceeding, we are working with parties with incredibly diverse points of view and positions. I planned a workshop bringing together these parties on panels and creating an environment to create collaborative solutions to some very complex policy issues on water affordability.
13. I am all about team projects and building "ownership" in a project by having all ideas considered and collaboration is key. Having brainstorming sessions and putting ideas on the board are things I do often. I am heavily involved in public policy discussions and negotiations right now and have enjoyed seeing how others build collaboration over tough topics.



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14. Doing cross training for the International Registration Plan we developed a training plan guide to help streamline processes between operations, automation and policy and eliminate the status quo of lack of communication and working in silos.
15. I am on several organization wide committees that required including varying ideas and perspectives to create a shared plan.
16. I am fortunate to work with amazing people on a team that loves collaborating and helping one another out. We are open and receptive to each other's ideas and tend to recognize our respective strengths. I know how rare this is and I want to maintain this dynamic for as long as possible.
17. I have an open door policy but also request time from others so we can get a heartbeat on the latest happening in our accounts. This fosters openness and builds a culture of trust and synergy for our operation.
18. I have served the role of discussion facilitator and paraphraser a number of times in my personal life, and bringing the conversation back to the main topic and goal for the meeting.
19. Working on a department-wide emergency response communication plan, I researched current plans, built a flow chart, listened to executive input, listened to input from other divisions (showing interest and sincerity in their ideas and changes) and will continue to build a plan that meets everyone's needs.
20. As the project manager of our new DMV Ethics/Fraud Helpline, I have actively sought a broader base of inter-Division ideas and needs requirements as I develop the Statement of Work (SOW). I actively seek opinions, suggestions, and past experiences as a collaborative "best of breed" ideas for the upcoming SOW.
21. Providing the background and impacts to my leads about decisions and training opportunities for our team. Allowing them to take the lead in developing.
22. Being a cohort allows me to have a platform to credibly foster and build collaborative relationships with other departments. I've always believe this was good - we all work for the state for the interest of Californians. But not all workers believe this and it can be balkanizing at times, but you must be open and creative with solutions. As the Secretary stated it - think of having minimal resources and problems and an opportunity for innovative solutions. This reminds me of that saying, "adversity is the mother of invention...or necessity begets creativity?"
23. Formal education / training and life experiences has postured me to be a “source of information” when it comes to strategic, operational, and tactical writing.
24. Through my various workgroups within my office and in the Our Promise Campaign where I am collaborating across departments.



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25. Attended a UC Davis workshop about case studies and strategies to manage surface and groundwater conjunctively as one resource. It was recognized that this involves working across water institutions, sectors, disciplines, and stakeholders. In other words, this is as much - or more - about relationships than science and engineering.
26. The number one comment I absolutely hate hearing is we don't do it that way and we never have. I like improving on processes and innovative ideas. Just because we have done something for so many years and it has worked does not mean we should stick with it. In trying to improve processes also comes professional growth. In my current position we had the same process on Testing our cadets for over 30 years. It works, but with the innovative ideas and collaboration from the team, we have been able to not only streamline the process but save time and money in the long run.
27. I create and foster a collaborative environment and thinking in my project teams and efforts at work. I think that this is the best environment to develop the best solutions.
28. When working in a teamwork environment, it is healthy to express disagreement in a positive way. We need to choose the best way to connect with others without making them feel threaten. By doing this, It leads to positive disagreements. I have practiced and seen how this works much better than any other approach because my feedback is welcomed and appreciated.

Innovation Project: In the development of your teamed innovation project:

1. We have to think outside of the box for our moonshot, there is no status quo and our team can come to a consensus and make a decision
2. I CONTINUE TO REACH OUT TO IP MEMBERS FOR FEEDBACK AND ENGAGEMENT.
3. This concept is important in our IP because we need all the voices at the table to be included. We are much better together.
4. We are one team working toward our common goal to reach the moonshot. Our diversity of ideas makes us unique. We are working together to achieve our goals and creating an inclusive environment.
5. We have challenged ourselves to think across agency lines to accomplish objectives.
6. using slack to track change comments to one document
7. Looking at how the lack of collaboration leads to silos
8. Via Slack, broad team collaboration is fostered.
9. Same as above.



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10. Our team worked together this week to create one document with our problem statement, elevator pitch and moonshot. Everyone came together and used their specific knowledge base to contribute.
11. In the team project, I've tried to develop my listening skills much more - less talking from me and more taking ideas in, asking questions, or building upon another team member's ideas.
12. My team has been using slack and I think it really is a helpful tool to help build consensus visually and in real time. It's easy to review documents, provide feedback and get consensus. For example working on the mission statement and moon shot statement has been easy.
13. We developed our team project utilizing a collaborative method to create our project solutions.
14. I tried to apply this to my team, but I think I fell short. I want to be better every day at welcoming and including ideas, but I tend to get stuck in a war between my own efforts to be more self-confident and sure of my contributions and my interest in listening and valuing the contributions of the whole group.
15. We have rules established to ensure we are always open with one another and help keep others up to speed so nobody is left behind.
16. I have served as a discussion facilitator a number of times on the team, and also as the leader for the zoom room discussions to make sure we move through the various topics and decisions that are needed.
17. By attending and participating, I am building an appreciation for public policy as it affects the state as a whole
18. At this point it is manifested as open discussions, proactively asking for all to participate on each piece of our project definition and design.
19. I will be applying these skills in my collaborative meeting in the next few minutes. I can say that this program has given me more confidence and inspiration to lead groups and bring people together, where there was none. Thank you!
20. Formal education / training and life experiences has postured me to be a “source of information” when it comes to strategic, operational, and tactical writing.
21. We are constantly collaborating in this project.
22. At the UC Davis Workshop heard about case studies, lessons learned, and best practices for working collaboratively with multiple entities on multi-benefit water projects.
23. I create and foster a collaborative environment and thinking in my project teams and efforts within our IPGCA group, so that everyone has a voice and opportunity to develop the best solution to the issue that we have been presented.



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24. I have practiced this by listening attentively to others and by asking questions if in doubt. When we listen attentively we are better able to fully understand where others come from and that is how we build consensus and we all reach solutions in a collaborative way. We need not to isolate and aim for working together at all times.

Mind Blower! Did you experience an epiphany, an “a-ha” moment, something of real value – to you personally:

1. "Collaborate to learn more and become the best version of yourself."
2. I need to apply these skills in my personal life.
3. Sometimes I feel like meetings that are messy and contentious don't go anywhere and feel like a waste of time because I'm often rushing to solutions without outlining the problems. This LMS made me realize that those meetings are important and still productive.
4. Years ago I realized that the best ideas or best efforts come when people feel engaged and empowered by the fact that their ideas and concepts were being considered and heard. From that, interpersonal relationships within the team flourish and the team as a whole becomes much tighter.
5. using slack for me. The status quo used to be email, but I find that can be tedious and slack allows you to focus on projects.
6. Utilizing collaborative methods provides a "3rd" option that can create a solution.
7. Communicate!!
8. Not as much as a new idea, but more as a reminder that none of us is as smart as all of us, so actively seek ideas and listen...listen...listen.
9. Not yet. But I will contemplate this lesson and expect it will pop in mind!
10. Had a cognition that improving CA's water management systems and ecosystems is less about Big Infrastructure then Big Collaboration.
11. My a-ha moment was when I began to ask my children at the end of the day to write down something they realized they needed to improve. We all began writing things down and I realized that by setting the example myself in how I was trying to better myself I was immediately modeling the way for them and they felt they were not alone in the process. It is crucial for us leaders to model the way and to work on ourselves first before we want to start building collaborative relationships. Collaboration starts with how we set the example and lead others into achieving results at higher standards.