

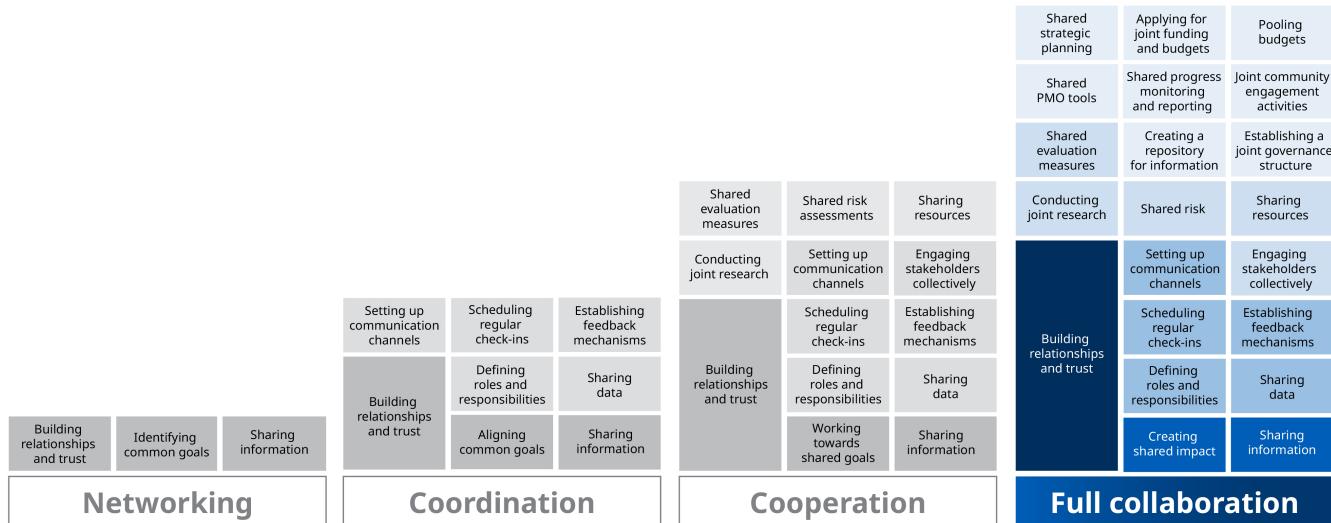


Thank you for completing the Cross-agency Collaboration Navigator.

Based on your responses, your recommended collaboration level is:

Full collaboration

Creating shared impact



About this level

Full collaboration is the deepest level of working together. It involves agencies sharing resources, decisions and accountability to achieve a common goal.

This level of collaboration is suited to complex, long-term challenges that require deep commitment across teams and agencies.

Prepare for full collaboration

This level needs strong foundations and clear agreements. Set shared goals, define how decisions will be made and support teams to work as one.

[Explore tools and resources](#) for full collaboration.

This level is suited to projects where:

- Success depends on sustained effort across agencies
- Resources, staff, or systems are being combined
- Shared governance and decision-making are required
- Agencies are addressing a **complex** challenge.

[Find out more about the different types of challenges in Government.](#)

Take these steps to get started:

1. Clarify how teams will work together day to day
2. Agree on how decisions and accountability will be shared across agencies
3. Develop shared governance and joint planning processes
4. Support your team to build essential ways of working.

[Find out more about the essentials of successful collaboration.](#)

Reflection activity

Use these reflective questions to consider how you're using full collaboration in your project or role:

Are we truly working as one team?

Make sure responsibilities, decisions and goals are genuinely shared, not just coordinated, across all agencies involved.

Are we aligned in how we work and deliver?

Where needed, integrate systems, tools or processes to reduce duplication and improve the way teams work together.

Have we agreed on how decisions and resources are shared?

Set clear agreements on funding, staffing and accountability to support trust and joint ownership of outcomes.

Are we set up for long term success?

Ensure governance, structures and ways of working can be sustained over time and adapted as challenges evolve.

Build the skills

Full collaboration calls for high trust, shared leadership and strong systems thinking. These help teams work across organisational boundaries and deliver lasting impact.

Key skills include:

- Building trust across different teams and cultures
- Communicating clearly across different roles and organisations
- Understanding how systems and structures connect
- Making shared decisions and balancing different views
- Designing shared processes and governance.

Full collaboration skills can be applied across roles, from frontline to leadership.

[Learn more about the skills you need for full collaboration.](#)

Assessment questions and responses

Q1) Which of these options best describes the challenge you are working on?

Q2) Which of these options best describes your main reason for collaborating?

Q3) Which of these options best describes the people involved and their required level of involvement?

Q4) For the collaboration to achieve its goals, how dependant are you on other people involved?

Q5) Which of these options best describes the type of contributions that collaborators will need to make to support success?

Q6) Which of the following best describes how you need to approach your challenge?

Q7) Which option best describes the governance and processes needed to achieve your shared goals?

How to use these results

These results give you a starting point for thinking about the primary level of collaboration needed for your work. Use them to guide conversations with your team, identify practical next steps and find the right tools and resources to help you along the way.

Collaboration needs can shift over time. Different parts of the work might need different levels of collaboration. As your project moves forward or the scope changes, you can come back to this tool to reassess your approach with your team.

For more information

If you have questions, need support, or want to provide feedback contact engage@psc.qld.gov.au or [complete the feedback form](#).

This tool was developed by the [Public Sector Commission](#) (2025).