

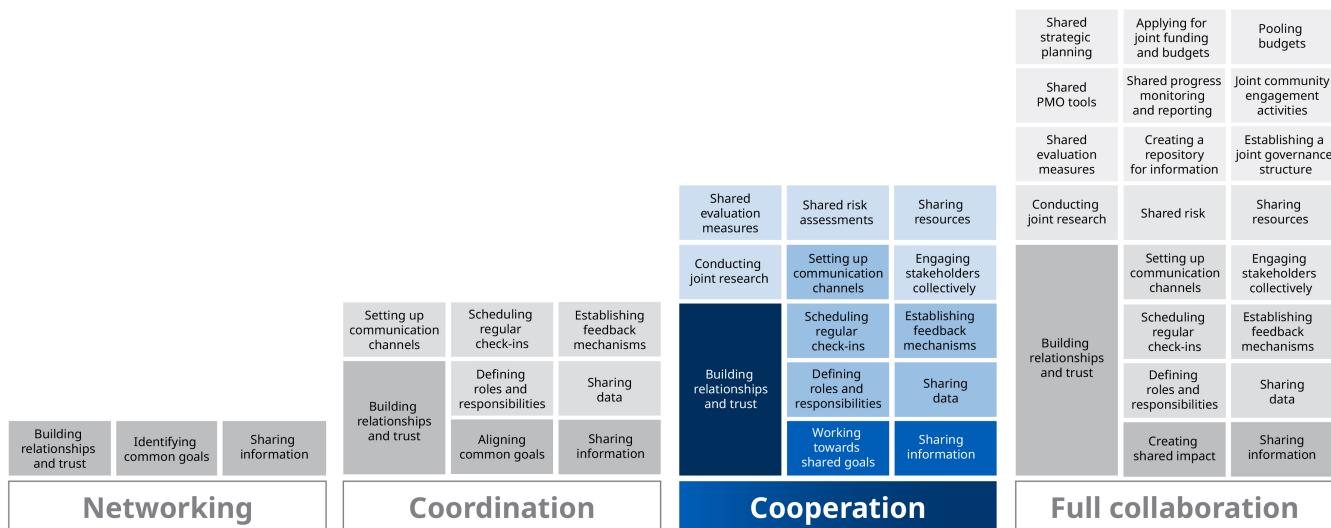


Thank you for completing the Cross-agency Collaboration Navigator.

Based on your responses, your recommended collaboration level is:

Cooperation

Combining efforts to achieve shared outcomes



About this level

Cooperation involves agencies working together toward shared goals through joint planning, resource-sharing and shared decision-making on key tasks.

This level is ideal for projects that need closer alignment to deliver better outcomes, without requiring full integration.

Prepare for cooperation

Clear agreements and shared planning help make cooperation more effective. Set up the right structures early so teams can work together with confidence.

[Explore tools and resources](#) for cooperation.

This level is suited to projects where:

- Agencies have a shared goal or outcome
- Joint planning or decision-making is needed
- Resources like funding, staff, or data are being shared
- The challenge is **complicated** but not deeply **complex**.

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

Take these steps to get started:

1. Agree on shared goals and what success looks like
2. Set up a joint plan with clear roles and responsibilities
3. Decide how you'll share resources, decisions and risks
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 cooperation in your project or role:

Do we have a clear shared goal?

Confirm all agencies are aligned on the purpose and outcomes to keep efforts focused and working toward the same result.

Have we agreed on how to share resources and decisions?

Set clear expectations early about how funding, staff or decisions will be shared to avoid confusion down the track.

Are roles and responsibilities clear across agencies?

Use a shared plan to outline who's doing what so tasks are clear, stay on track and nothing is missed.

Are we communicating regularly and openly?

Establish regular updates and feedback loops so everyone stays informed and can adjust if things change.

Build the skills

Successful cooperation relies on strong communication, relationship management and decision-making. These skills help agencies plan and deliver shared work with clarity and trust.

Key skills include:

- Building and maintaining strong working relationships and trust
- Resolving tensions and supporting compromise
- Designing accessible feedback loops to track progress and adjust as needed
- Applying problem-solving and decision-making in a shared context
- Skills to plan and organise joint activities effectively.

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

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

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).