

As the world of work changes rapidly, AI collaboration capabilities have become increasingly necessary. The Caliper AI Collaboration Foundations Model highlights eight key competencies that research has identified as being important for AI collaboration success. These characteristics enable individuals to better evaluate outputs, learn new tools, adapt their workflow, communicate concerns, and stay accountable while working with AI.

Use this model:

- To gain insight into an individual's natural potential to use, evaluate, and work responsibly with AI-supported tools and outputs.
- To help identify strengths and development opportunities related to AI-enabled work.
- Alongside existing job models to assess AI collaboration potential within a role.

Keep in mind that having the foundations for AI collaboration is only one element of success in a given role. The competencies required for the person's job function should also be considered.

COMPETENCIES

Learning Agility - Individuals who display this competency discern patterns in data, recognize relationships between concepts, and rapidly apply learning from one context to solve analogous problems in different contexts.

Creativity and Innovation - Those who exhibit this competency tend toward divergent thinking and the propensity to question existing practices; challenge commonly held assumptions; originate new or radical alternatives to traditional methods, processes, and products; and build on others' ideas.

Comfort with Ambiguity - People who show this competency are at ease in work situations without clear guidelines, structure, or known outcomes. They are able to operate effectively within ambiguous environments and view novel situations as challenges rather than as stressors.

Business Acumen - People who exhibit this competency make sound business decisions based on a strong understanding of the company's business model, strategic goals, and relevant policies, as well as best practices and current technologies in their own discipline or functional area.

Analytical Thinking - Someone who exhibits this competency grasps the underlying concepts in complex information, is able to identify root causes of problems, and formulates solutions based on a synthesis of information.

Collaboration and Teamwork - Individuals who show this competency work interdependently and collaboratively with others to achieve mutual goals. They subordinate individual aims in the interest of working with others in a way that promotes and encourages each person's contributions toward achieving optimal outcomes.

Communication - An individual who exhibits this competency provides the information required by others in a concise, direct, and unambiguous way. He or she perceives how the message affects the receiver and strives to ensure that the receiver clearly understands the specifics and function of the message.

Conflict Management - A person who exhibits this competency addresses problems openly and objectively and brings substantial conflicts and disagreements into the open with the intention of resolving issues in an unemotional and constructive manner.

