

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.



JOB MODEL																
Leading		Active Communication		Interpersonal Dynamics		Making Decisions		Solving Problems		Managing Processes		Self-Management				
Leadership Maturity		Influence and Persuasion		Interpersonal Sensitivity		Deliberative Decision Making		Creativity and Innovation		Quality Focus		Composure and Resiliency				
Leadership Communication		Conflict Management		Helpfulness		Decisiveness		Analytical Thinking		Compliance		Generating and Expressing Enthusiasm				
Driving Results		Negotiating		Service Focus		Strategic Thinking		Learning Agility		Response Orientation		Strength of Conviction				
Leading Change		Active Listening		Relationship Building		Organizational Citizenship		Scientific Acumen		Safety Focus		Achievement Motivation and Perseverance				
Managing Innovation		Communicating		Collaboration and Teamwork		Information Seeking		Business Acumen		Process Management		Self-Awareness				
Managing Quality		Instructing		Organizational Savvy						Time Management		Adaptability				
Team Building				Global Mindset						Planning and Priority Setting		Initiating Action				
Coaching and Developing Others										Organizing and Documenting Information		Accountability				
Delegating										Applying Standard Practices		Professionalism				
Fact-Based Management												Continuous Learning				
Strategic Talent Management												Extended Task Focus				
Directing												Comfort with Ambiguity				