

# Collaborative Communication Defined

"Collaborative communication is a dynamic process that requires intentional effort, mutual respect, and active participation."



# Key Vocabulary

## Psychological Safety

A climate where team members feel safe to speak truth without fear.

## 360-Degree Communication

Information flows upward, downward, and sideways.

## Relational Equity

The trust you build through consistent honor and integrity.

## Feedback Loop

A rhythm of giving and receiving feedback to stay clear.

## Communication Equity

Every voice has space to be heard.

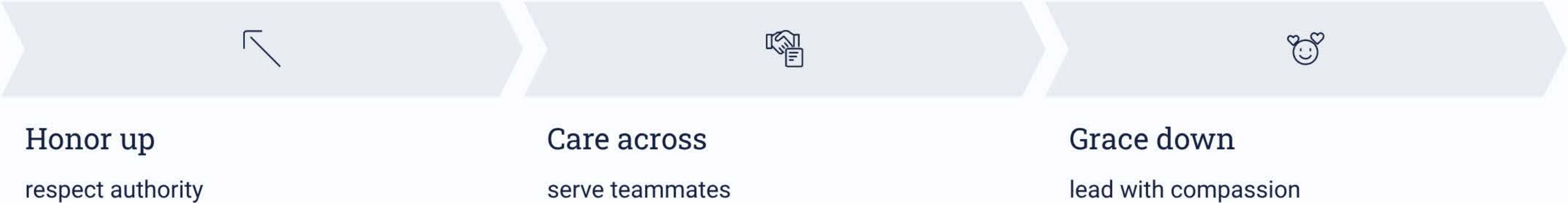
**Scripture:** Amos 3:3 (NASB) – "Do two men walk together unless they have made an appointment?"

# Mutual Respect and Trust

**Scripture:** 1 Thessalonians 5:11-12 (NLT)

"So encourage each other and build each other up, just as you are already doing. Dear brothers and sisters, honor those who are your leaders in the Lord's work. They work hard among you and give you spiritual guidance."

## Focus Areas:



# The Art of Communication

## Scriptures:

Psalm 19:14 (NASB) – "Let the words of my mouth and the meditation of my heart be acceptable in Your sight, O Lord, my rock and my Redeemer."

Proverbs 12:18 (NASB) – "There is one who speaks rashly like the thrusts of a sword, but the tongue of the wise brings healing."

James 1:19 (NLT) – "You must all be quick to listen, slow to speak, and slow to get angry."

## Key Elements:

- **Talking** – Speaking truth in love.
- **Listening** – Hearing to understand.
- **Understanding** – Empathizing before judging.



**Avoid:** Sarcasm, Ridicule, Innuendos

# Conflict and Communication

## Scriptures:

Ephesians 4:26 (NLT) – "And 'don't sin by letting anger control you.' Don't let the sun go down while you are still angry."

Matthew 18:15-17 (NLT) – "If another believer sins against you, go privately and point out the offense... If the person still refuses to listen, take your case to the church."

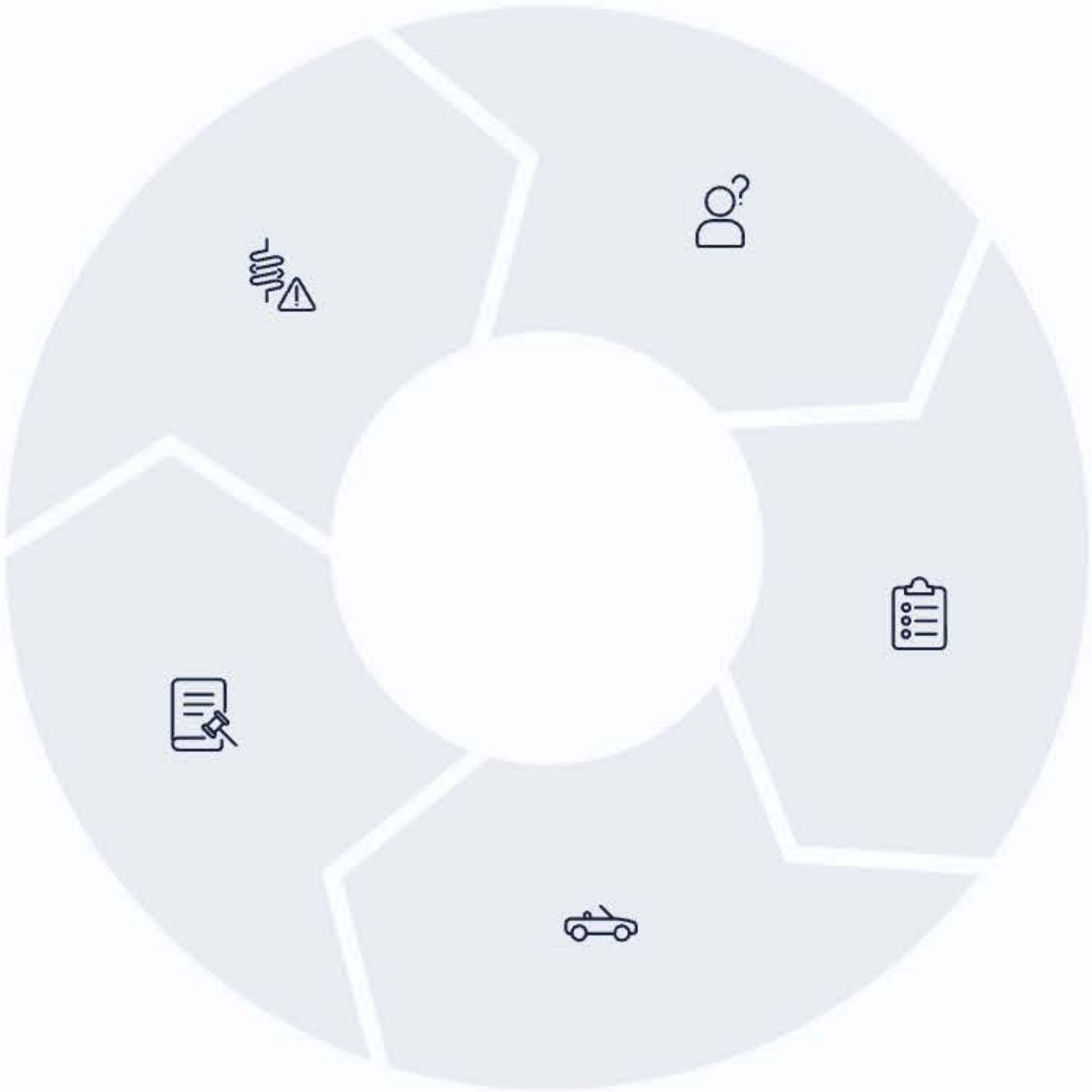
James 1:19 (NLT) – "Understand this, my dear brothers and sisters: You must all be quick to listen, slow to speak, and slow to get angry."



# The Cycle of Conflict

Tension Development

Adjustment



Role Dilemma

Injustice Collecting

Confrontation

# Healthy Conflict Styles

## Collaborative Style

Win-win approach.

## Accommodative Style

Sacrificing for peace.

## Avoidant Style

Withdrawing or staying silent.

## Competitive Style

Pushing to win.

## Compromising Style

Meeting halfway.

# The Enemies of Communication

**Scripture:** Proverbs 20:19 (NASB)

"One who goes about as a slanderer reveals secrets; Therefore do not associate with a gossip."

## Enemies:



Gossip



Pride



Silence



Unforgiveness

# Reflection Questions

1. What does collaboration look like in your area of service?
2. How can you communicate up, across, and down more effectively?
3. When was the last time you sought clarity before assuming?
4. How can you honor leadership and still share ideas?
5. What does psychological safety mean to you?

1. How can you build relational trust with others on your team?
2. What are signs of a communication breakdown you've seen?
3. How do you handle conflict—with avoidance, competition, or collaboration?
4. What role does prayer play in resolving tension?
5. How can you model healthy communication this week?