



In collaboration with



Introduction: Resilience— Feedback, Co-operation & Collaboration – Navigating the Intersections

In our coaching, supervision and business-growth work, three interlinked themes often shape outcomes: **feedback**, **co-operation vs competition**, and **collaboration vs cooperation**.

- Productive feedback isn't just about "what went wrong" but how we grow from it.
- Co-operation with competitors (aka "co-opetition") and co-operation within teams reshape traditional models of success.
- And distinguishing when to *co-operate*, *collaborate* or even compete helps in structuring effective partnerships and client work.

The videos below each bring a focused lens to one of these themes—perfect for practitioner reflection, client discussion or inclusion in your accreditations/training.

1. Adam Grant & Andrew Huberman – “How to Give & Get Constructive Feedback”

This video brings together organisational-psychology (Adam Grant) and neurobiology (Andrew Huberman) to explore how to give feedback that helps growth, and how to receive feedback that leads to performance improvement. Key themes: separating performance from person, shifting feedback from past evaluation to future advice, and cultivating a mindset open to feedback.

2. “Co-opetition: A 2-Minute Introduction”

This short piece introduces the concept of “co-opetition” — when organisations or individuals alternate between cooperating and competing with each other to mutual benefit. It emphasises that competition and cooperation can co-exist, especially when shared challenges or markets are involved.

3. “The Difference Between Collaboration and Cooperation #collaboration #cooperation”

A video that clarifies the distinction between cooperation (“working side-by-side”) and collaboration (“working together deeply with shared goal and joint ownership”). It highlights how both have their place but knowing when to apply each is critical in facilitation, team-work and coaching settings. For example, collaboration tends to demand shared vision and joint problem-solving, whereas cooperation might simply involve coordinating tasks.

4. “Cooperation vs Collaboration: When To Use Each Approach”

This video dives into the decision-making of when to use cooperation vs collaboration. It gives practical advice for coaches, teams or businesses on assessing whether you need full collaboration (deep shared ownership) or simpler cooperation (aligned tasks) to meet your objectives.