

# Co-Creation Capacity

GROWTH DIMENSION	GROWTH STAGE			
	DOING	DELEGATING	CO-CREATING	CO-FOUNDING
Leader's Focus	How (How do I do this?)	What (What work can be carried out by others?)	Who (Who can I empower to help grow our venture?)	Why (Why does this venture need to exist, and why are we the ones meant to build it?)
Complementarity between team members	None	Medium	High	High
Perceived cost (Amount of resources I feel like I'm using or gaining)	Low	Medium	High	High
Real cost (Amount of resources I'm actually using or gaining)	High	Medium	Low	Low
Opportunity Cost	High	Medium	Low	Low
Desire to Retain Control	High	Medium	Low	Low
Understanding Your Unique Skill Set	Low	Medium	High	High
Humility	Low	Medium	High	High
Surrendering Control to Other Party	N/A	Low	High	High
Shared Accountability	None	Low	High	High
Trust In Others	None	Medium	High	High
Commitment Level	Low	Medium	Medium	High
Courage	Low	Low	Medium	High
Excellence	Low	Medium	High	World-class
Risk Capacity	N/A	N/A	N/A	High
Risk Appetite	N/A	N/A	Medium	High