



# Focus on Effective Teams: Building a Strong Foundation Through Team Building Activities

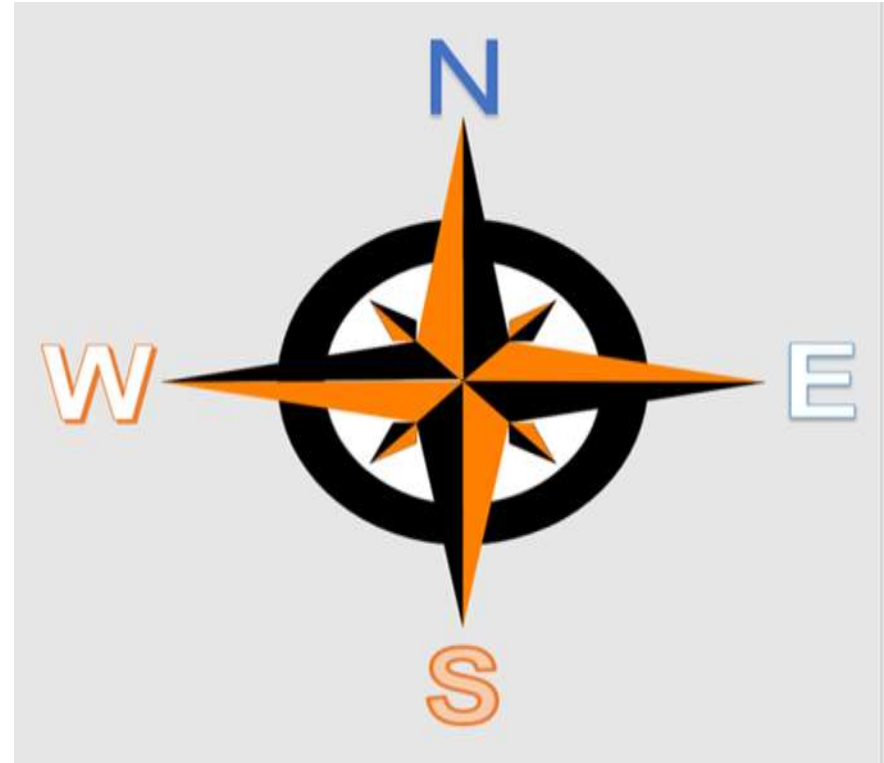
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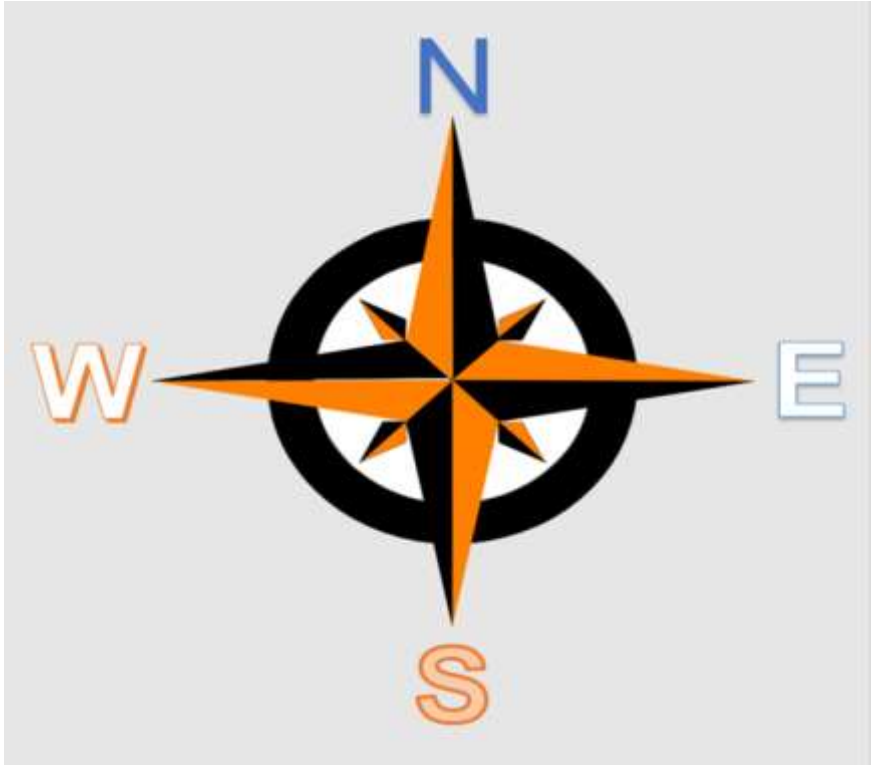


# Desired Outcome

- To *explore* and *understand* how team members differ in order to build and sustain an effective team.

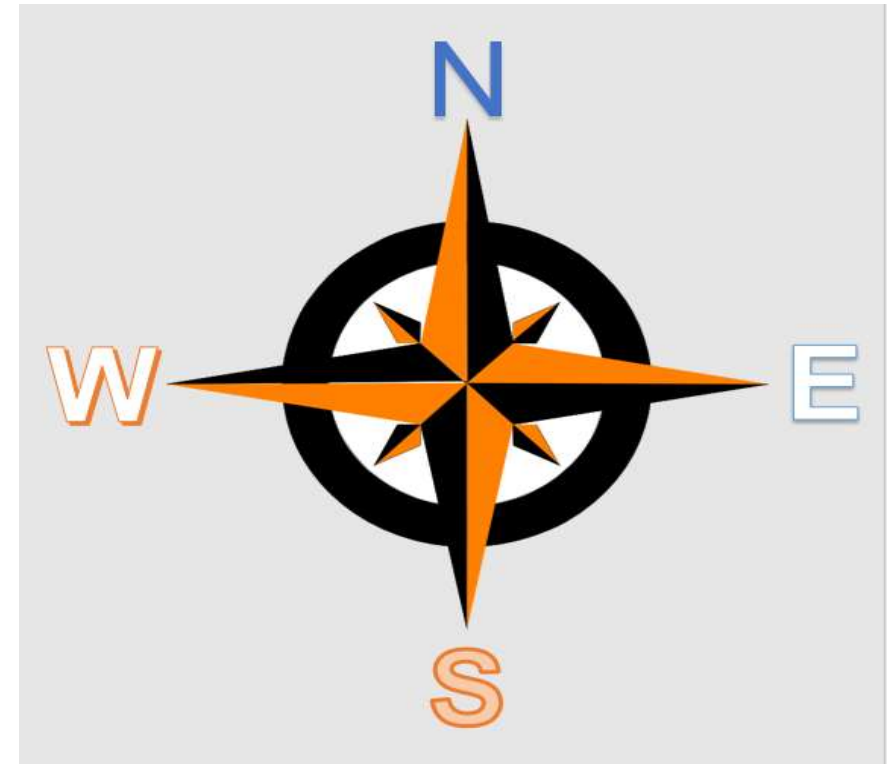


# The Personality Compass



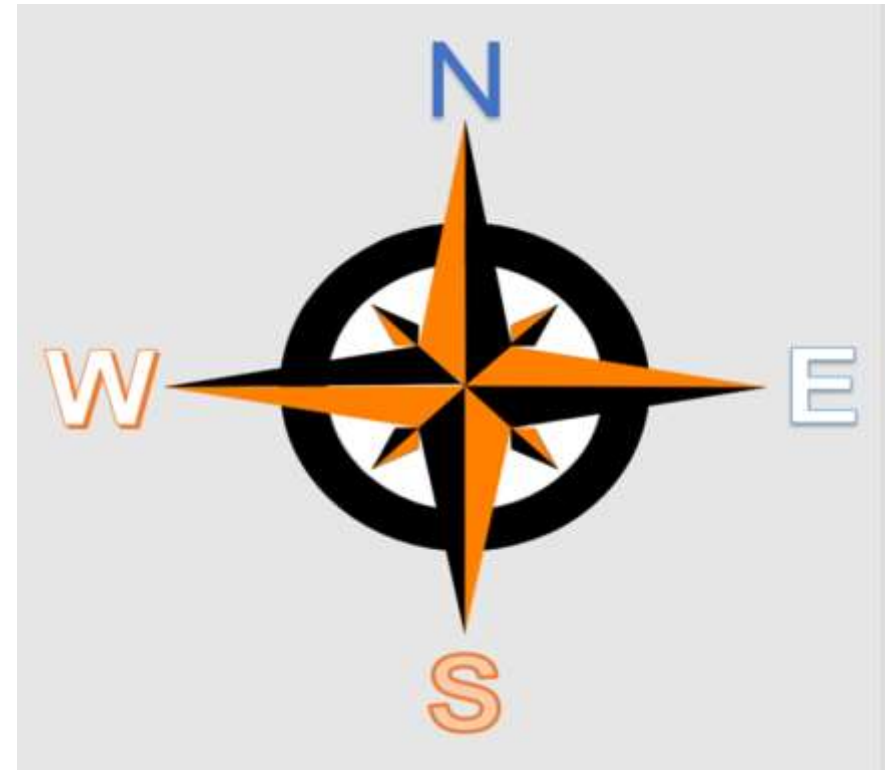
# North

- I am usually **assertive**, active, and decisive.
- I like to determine the course of events and be **in control** of professional relationships.
- I am **quick to act** and express a sense of urgency for others to act.
- I **enjoy challenges** presented by difficult situations and people.
- I **think in terms** of bottom line or **results**.



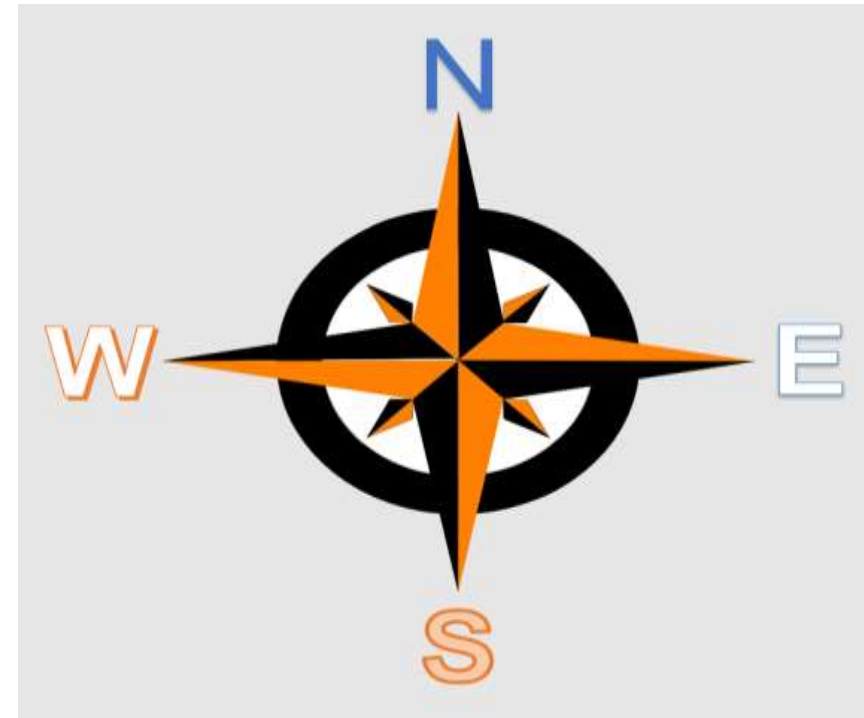
# East

- I am a **visionary** who sees the big picture.
- I am a generative and **creative** thinker; I am able to think outside the box.
- I am very **idea-oriented** and focus on future thought.
- I look for **overarching themes** and ideas.
- I usually **have insight** into missions and purpose.



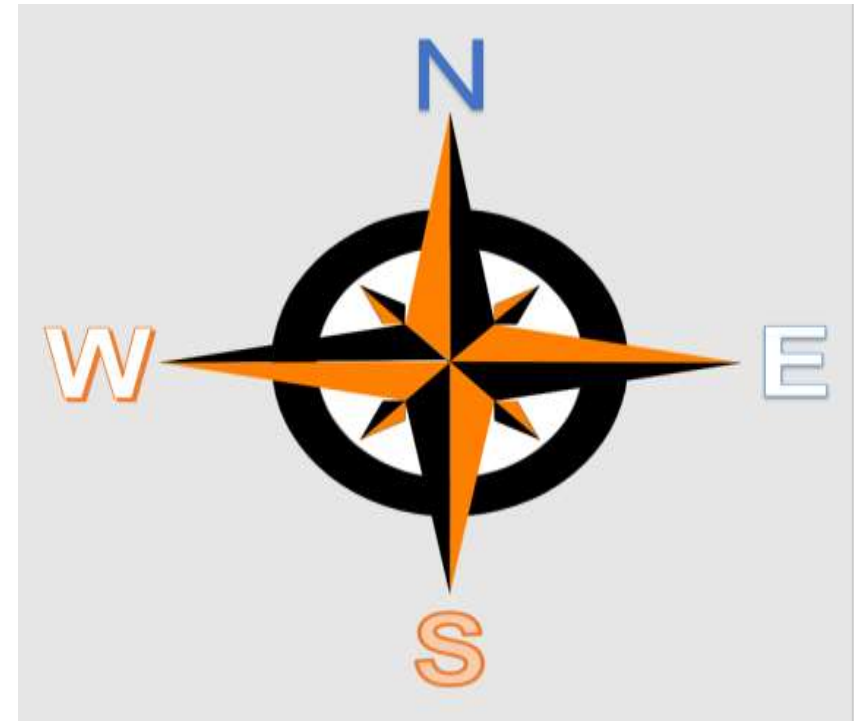
# South

- I **understand** how **people** need to receive information in order to act upon it.
- I **integrate others' input** in determining the direction of what's happening.
- I am **value-driven** regarding aspects of professional life.
- I use professional **relationships** to accomplish tasks, and interaction is primary to me.
- I am **supportive** of colleagues and peers.



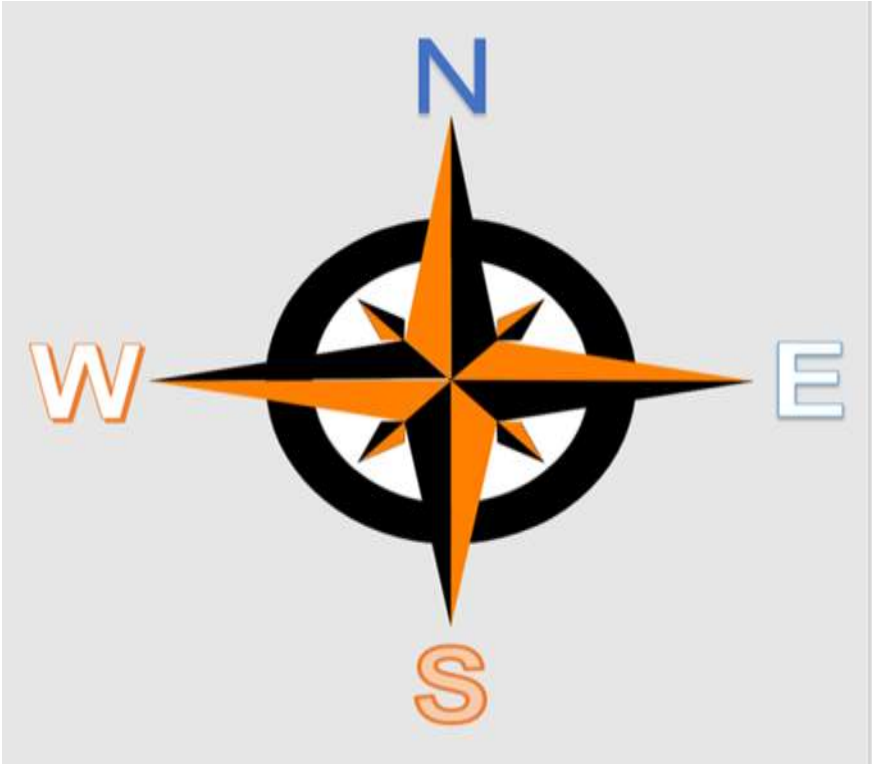
# West

- I am introspective and **self-analytical**.
- I am seen as **practical**, dependable, and thorough in task situations.
- I weigh all sides of an issue and am **balanced**.
- I move carefully and **follow procedures** and guidelines.
- I **use data analysis and logic** to make decisions.
- I am **skilled at finding flaws** in a project or idea.





# The Personality Compass



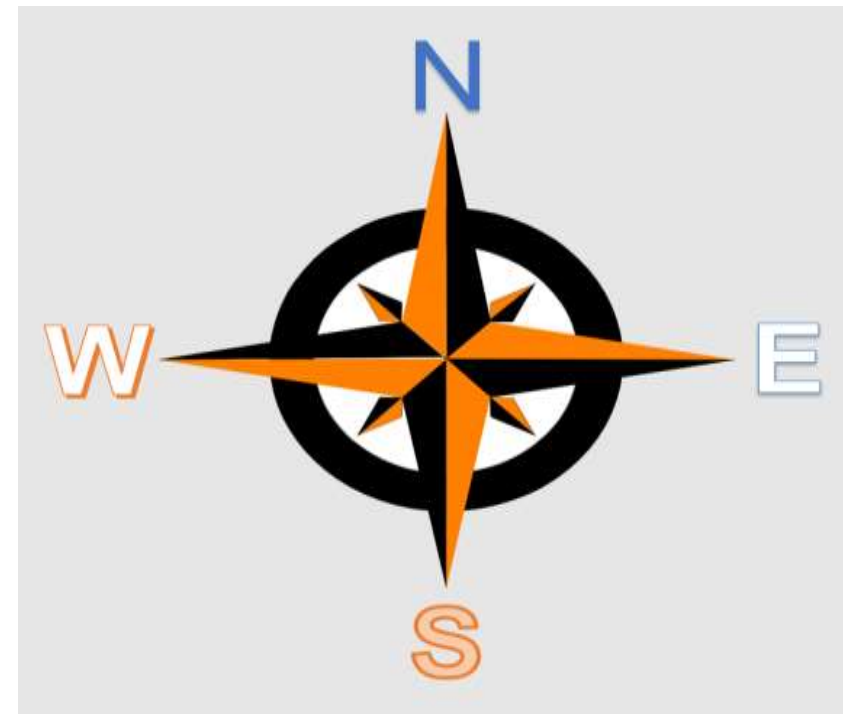


# High Performing Teams

Equality in  
Conversational  
Turn-taking

Ostentatious  
Listening

**Psychological Safety**



# Collective Emotional Intelligence

Collective emotional intelligence is what sets performing teams apart from average teams.

*Druskat and Wolf, 2001*

# Emotional Intelligence

## Low Emotional Intelligence Team Members

Don't look at each other when talking.

Are distracted by technology, each other, or other things.

Interrupt each other's discussions.

Hijack meetings because of personal opinion, confusion, disagreement or emotional state.

Don't follow guidelines for activities.

Raise contentious topics that are not relevant or appropriate at that time.

## Strong Emotional Intelligence Team Members

Look at the person talking and makes eye contact with everyone.

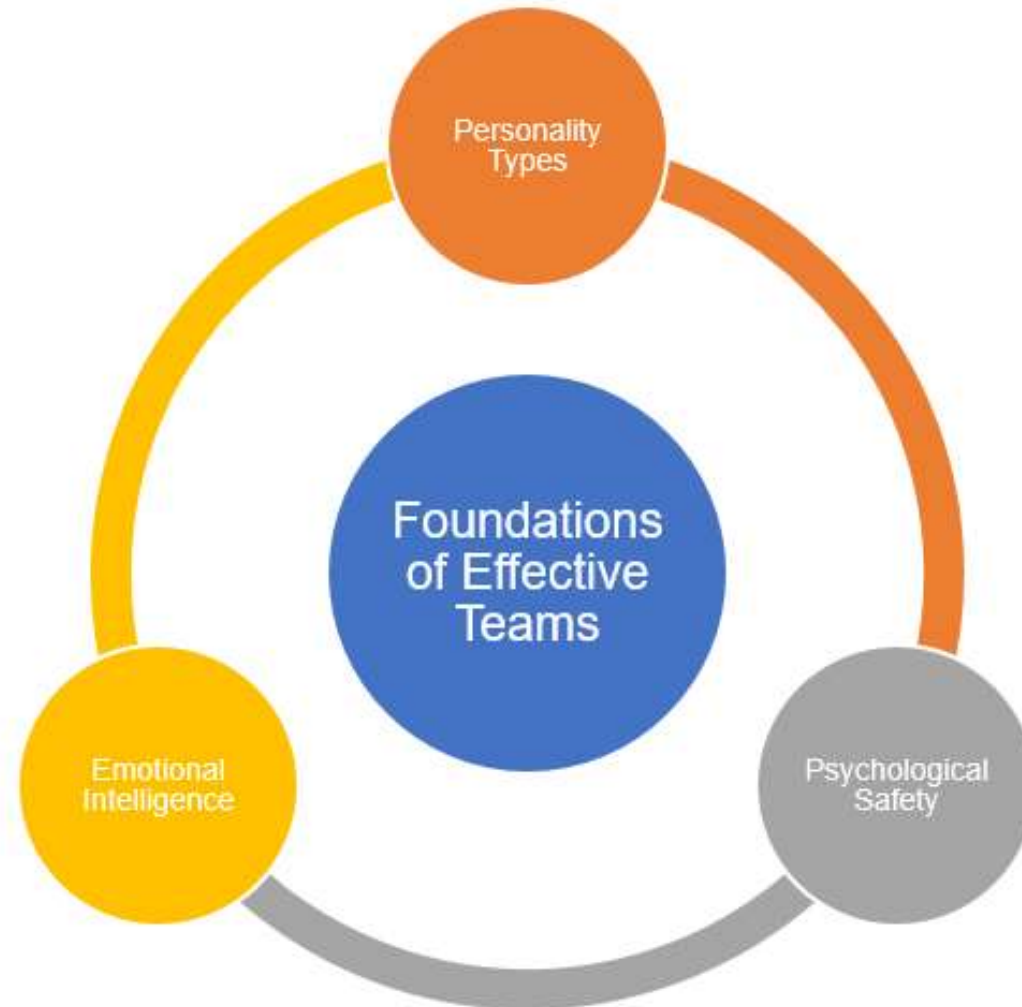
Paraphrase each other's ideas.

Say things like: "I've shared a lot already. I'd like to hear your perspective on this."

Offer feedback and appreciate each other for their contributions to the team.

Monitor their verbal participation and body language.

# Foundation of Effective Teams



# Balloon Activity

- Focus on positivity vs. negativity
- Effort of One vs. Effort of All

# Cup Stacking Activity

- Focus on Communication in Teams
- Have a plan before you start





# M&M Activity

- Takeaways from today's learning

# References

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