MMSD Leadership Institute

5 Habits of Healthy Teams & Facilitating Effective Meetings

WSCA 2019

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| Shared Identity, Purpose & Decision-Making Clarity | Team members build and sustain shared identity and purpose, know what they are “in charge” of and believe their work to be connected and meaningful in relation to broader school goals. The team also has clarity about their role in the decision making process and how decisions get made. |
| Collective/SharedEfficacy | Team members are productive as a group: Collaborative time feels effective, efficient, and satisfying and results in positive impact |
| Interdependence & Awareness | Team members make space for all voices, actively seek out varied ideas and diverse perspectives, and engage cognitive conflict, valuing it as key to innovation & decisions that stick. |
| Psychological Safety | Team members feel comfortable taking risks to ask questions, offer ideas, admit mistakes or challenges, and ask for help |
| Growth-Oriented | Team members reflect on teaming practices, take action to strengthen the team, and take time for celebration and appreciation |

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|  | Current State/What Supports This | Ideas for Growth |
| Shared Identity, Purpose & Decision-Making Clarity |  |  |
| Collective/Shared Efficacy |  |  |
| Interdependence & Awareness |  |  |
| Psychological Safety |  |  |
| Growth-Oriented |  |  |