



There IS an I in TEAM

Adapted from Tips and Tools/Leading Insight

- 1. Communication Styles.** All people do not communicate the same. Once you understand a person's style, this knowledge can lead to respect not conflict.
 - 2. Non-Verbal Communication.** All forms of communication must be considered. This form of communication can be more subtle, but not any less important. Non-verbal communication includes; body language, and tone.
 - 3. Learning Styles.** People learn in different ways.
 - 4. Differing Values.** This concept can be a little tricky. While values need to be identified and respected, there are times when conflicting values can be so different that they cannot coexist on the same team. When mutually exclusive values are encountered, collaboration is not recommended.
 - 5. Boundaries.** We all have different space needs and boundary needs. (Boundaries are the limits you place on the behavior of others around you.) The first step is to be aware of peoples' boundaries and then to use this understanding to approach them respectfully. This new behavior often avoids conflict and strengthens relationships.
 - 6. The Self.** Self-respect is a vital and primary building block that supports the formation of relationships. By being aware of your own needs and styles you create a healthy foundation
- The remaining categories are variations on the theme of Cultural Differences. The need to understand, respect, and integrate diversity is a must.
- 7. School/Program Culture.** Families and school staff come from different backgrounds and experiences, and integrate in the school environment. It is necessary to acknowledge and respect this in order to insure success for the students.
 - 8. Culture of the Country.** We may come from various countries, each bringing their own culture. In order to successfully integrate multicultural differences, these differences must be understood, articulated, and respected.
 - 9. Family Cultures.** The influence of our backgrounds is great. From a healthy perspective that we are all equal, we may ignore family culture. However the reality is that people cannot keep who they are completely out of the school environment. The key here is to recognize when the source of the conflict is based on someone's family/personal issues. This allows you to choose not to engage in a battle that is based on their family history.
 - 10. Individual vs Team.** Balancing the individual's needs with team needs is always an interesting dilemma. However, if this healthy balance is not reached, problems are certain to follow. Taking the time to identify and then address both individual and team dynamics are at the core of this balancing act.