

Engaging the Self-Assessment Team

Instructions: Working with a partner, identify the statement in each section that would be most effective for engaging team members.

1. Be strengths-based.

- A. "We've made a lot of progress on goals so far, and with your help, we will continue to grow and thrive!"
- B. "We have a long way to go and some issues to discuss. With your help, we can get through some of our difficulties and thrive!"

2. Let go of control.

- A. "I don't think the team needs to know about this problem. I'm already working on it, and I don't want them getting bogged down."
- B. "Here is an issue I have been working on and wondering about. What do you think?"

3. Include everyone.

- A. "Let's do a round-robin to make sure we hear from all team members."
- B. "We've heard from almost everyone here. Let's move on."

4. Use multiple strategies.

- A. "Feel free to join in the conversation whenever you have something to add!"
- B. "Let's break into smaller groups for a bit."

5. Keep the dialogue flowing.

- A. "That's interesting; can you expand on that idea?"
- B. "That's interesting; who else has an idea?"

6. Focus on the big picture.

- A. "What patterns do we notice about staff turnover from our review of the quarterly reports and annual summary?"
- B. "Why do you think Mrs. Hubert left our program?"

