

TEAM STYLES: LEADERSHIP, SOCIAL, BEHAVIORAL

Individual Self-Assessment	1
Individual Reflection: Example	1
Team Discussion: Example	2
Individual Reflection: Template	2
Team Discussion: Template	3

Individual Self-Assessment

As a team, identify which type of self-assessment you will both take; all 3 types are listed below. Then independently complete your agreed-upon self-assessment in order to determine your individual style.

- ☐ [Leadership Styles](#): an interactive questionnaire that divides up the drivers behind leadership styles into action, analytical, empathy, and vision
- ☐ [Social Styles](#): an interactive questionnaire that uses responses regarding levels of assertiveness and responsiveness to identify social styles on scales of dominance and sociability into amiable, analytical, driver, and expressive
- ☐ [Behavioral Styles](#): an interactive questionnaire that divides up behavioral styles into categories that correspond to birds - dominant (eagle), interactive (peacock), supportive (dove), and conscientious (owl)

Individual Reflection: Example

Answer the following questions in preparation for sharing about your style. Once everyone has had time to reflect, take a few minutes to share your primary style and discuss the most salient aspects of your results.

- **My primary style is ...** Conscientious (Owl - Behavioral Style).
- **Key strengths I bring to my team aligned to my style are ...** I am very detail-oriented and organized.
- **An example of how these strengths have manifested themselves in my work in the past is ...** I usually end up being the main driver for group projects by setting the agenda, roles, and milestones.
- **When my style is taken to excess, sometimes I ...** I avoid giving immediate answers to questions, and I prefer to have lots of time to reflect before making a decision. I want to make sure that I consider all the variables.
- **In these moments, my team can support me by ...** Encouraging me to make a decision that is good enough, even if it's not perfect.
- **I think I work best with (insert style), because ...** Supportive (Dove) because that Behavioral Style focuses on human connection, warmth, and understanding, which are often areas that I don't think much about because I am so analytical.

- **It is sometimes a challenge for me to work with (insert style), because ...** Dominant (Eagle) because that Behavioral Style tends to dominate meetings and want to take immediate action, which doesn't work well with my desire to slow down and be reflective.

Team Discussion: Example

As a team, spend time discussing how your results impact your functionality as a team.

- **What are our collective strengths?** As an Owl-Peacock team, we collectively have strengths in very different areas and balance each other out nicely. While I am more of an introvert who draws energy from independent time, you tend to be an extrovert who really enjoys the dynamics of a group setting.
- **What are our collective blind spots?** Neither of us has strong tendencies as an Eagle or Dove, which means that we may not be quick to make decisions or take the time to support one another on a more personal level.
- **What comes naturally to us?** We both enjoy collaborating and delegating tasks to be efficient with our time.
- **What might we need to push ourselves to do?** We probably need to push ourselves to figure out our process for making decisions given our very different styles.
- **What makes our combined styles unique?** I tend to approach problems slowly and methodically, while you like to dive in immediately. I prefer to rely on hard data when making decisions, while you tend to use intuition and emotions to make decisions. I can sometimes be hesitant to take the lead in group settings, while you have a ton of charisma and really connect with others in a group. Together, we meld together very different ways of engaging with our daily work.
- **How will our individual styles impact how we show up for one another?** I will definitely need encouragement from you when trying something new, and you mentioned that you would need really explicit feedback as often as possible.
- **How will our individual styles impact how we show up for students?** Since you have a tendency to be more talkative and engaging in the classroom, it would be good to be explicit about our roles so that I can also be a leader in the classroom.
- **What is a commitment we can make in order to support one another?** We should intentionally set aside time to build our relationship and create mechanisms for providing feedback.

Individual Reflection: Template

Answer the following questions in preparation for sharing about your style. Once everyone has had time to reflect, take a few minutes to share your primary style and discuss the most salient aspects of your results.

- **My primary style is ...**
- **Key strengths I bring to my team aligned to my style are ...**

- An example of how these strengths have manifested themselves in my work in the past is ...
- When my style is taken to excess, sometimes I ...
- In these moments, my team can support me by ...
- I think I work best with (insert style), because ...
- It is sometimes a challenge for me to work with (insert style), because ...

Team Discussion: Template

As a team, spend time discussing how your results impact your functionality as a team.

- What are our collective strengths?
- What are our collective blind spots?
- What comes naturally to us?
- What might we need to push ourselves to do?
- What makes our combined styles unique?
- How will our individual styles impact how we show up for one another?
- How will our individual styles impact how we show up for students?
- What is a commitment we can make in order to support one another?