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?”