




**Better together:
Team Building for
Early Childhood Professionals**




Hosted by: Megan Goudschaal, M.Ed.

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Norms and Community Agreements

Be fully present.
Be open-minded.
Be mindful of other learners.
Take care of yourself as needed.
Learn, enjoy each other's company, and have fun!



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- Find a partner. Play ONE round of rock, paper, scissors.
- Whoever loses the round stands behind the winner and follows them wherever they go. The winner then finds a new partner to play with.



(Rock crushes scissors, scissors cuts paper, and paper covers rock.)

Let's have some fun!!

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Learning Objectives

- Describe what a team-oriented workplace climate looks like to you and reflect on what actions may be taken to create it.
- Discover your preferred communication and appreciation styles and the importance of recognizing and respecting the different styles.
- Explore the importance of reflection and feedback in the workplace and practice using reflective-type questions.

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Why do you think strong, healthy teams are important for...?

Children and families

Teachers and staff

Directors and Admin.

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What do you want the workplace climate at your center to look and feel like?

What do you think individual team members need in order to create this climate?



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In order to help create an ideal healthy workplace, we first need to identify what people generally need in a team-oriented workplace climate.

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Building Relationships

- Know they are an important member of the team and are recognized and appreciated
- Laugh, have fun, play, and have opportunities to get to know all other staff.

Supervisor Support

- Supervisors provide specific feedback and ask reflective-type questions
- Supervisors trust that staff are capable of doing their jobs
- Supervisors support teachers in difficult situations

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Decision Making

- Have the ability to help make decisions about things that directly impact them.
- Are encouraged to give feedback and share their opinions

Clarity

- Frequent, up-to-date communication
- Be provided and understand well-defined job expectations, policies, and procedures

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Physical Setting

- Feel safe and secure
- Have sufficient supplies to do their jobs
- Workplace area is clean, organized, and attractive

Goal Consensus

- Understand and agree program philosophy and educational objectives
- Share a common vision of what the program should look like

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Growth and Innovation

- Encouragement to continually learn new skills and be creative/innovative in their work
- Guidance on professional development opportunities
- Program implements changes as needed

Task Orientation

- Meetings are productive; time is not wasted.
- Tasks/responsibilities are distributed equitably
- Program is well-planned and efficiently run

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Remember, every team starts somewhere.
There is always room for growth.



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Communication Breakdowns...

Are we communicating effectively to everyone?



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<https://www.youtube.com/watch?v=gCfzeONu3Mo&list=PLrJ54z7Pim0TCkpaTASEdGWG5lqC03qz&index=7>

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Practices to Help with Better Communication

- 1) Listen actively.
- 2) Listen with eyes, ears and gut.
- 3) Speak to understand and to be understood.
- 4) Be aware of personal perceptual filters.



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What is your communication style?



Let's find out!

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Communication Styles

1. Action-Oriented

2. Process-Oriented

3. People-Oriented

4. Idea-Oriented

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- What did you learn?
- What surprised you?
- Now that you know about the different communication styles, how might this impact your interactions with your colleagues and director(s)?
- How will this knowledge change how you give and receive messages or information?
- Are you modeling appreciation and respect of other's communication styles?



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What's your appreciation style?

TAKE A MOMENT TO APPRECIATE
HOW AWESOME YOU ARE.
YEAH, YOU!

Let's find out!

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Languages of Appreciation in the Workplace

Words of Affirmation	Quality Time
Acts of Service	Tangible Gifts

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Words of Affirmation Kwame Erin Amari Carmen	Quality Time Diego Sami Leah	A Few of My Favorites NAME: < COFFEE _____ HOBBY _____ SNACK _____ DRINK _____ HOLIDAY _____ CELEB _____ SEASON _____ SHEEP _____ COUNTRY _____ TEAM _____ SCENT _____ FAVORITE _____	A Few of My Favorites NAME: < COFFEE _____ HOBBY _____ SNACK _____ DRINK _____ HOLIDAY _____ CELEB _____ SEASON _____ SHEEP _____ COUNTRY _____ TEAM _____ SCENT _____ FAVORITE _____
Acts of Service Susan Marta Alex Ishani	Tangible Gifts Whitney Lucia		

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Coming from a place of curiosity

Questions that promote reflection and problem-solving

Self Reflection

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Another characteristic of healthy workplaces are trusting, confidential relationships based on mutual support and growth.

Teachers and staff often share their thoughts, challenges, or desired areas of change with supervisors and colleagues.

How can we create opportunities to think deeply and grow through these conversations?

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Feedback from a supervisor or colleague *may* come in the form of a suggestion but is often more effective when it comes in the form of an “I’m wondering...” statement, or open-ended questions coming from a place of genuine curiosity.

These types of statements or questions are designed to challenge the teacher to think and reflect even more deeply about their work and identify potential solutions or action steps.

Empathy and validating another’s experiences during this process can also go a long way towards building healthy, supportive relationships with colleagues.

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Reflective Discussion Practice



Think of a challenging situation you have had in your classroom.

Once you have identified a challenging situation, pair up with anyone you’d like.

Teacher One will share their challenging situation. Teacher Two will give feedback by trying to use the questions that encourage reflection and problem-solving to help Teacher One think and reflect more deeply.

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What We Have Learned Together Today?

- We described what a team-oriented workplace climate looks like and reflected on what actions may be taken to create it.
- We discovered your preferred communication and appreciation styles and how they can affect interactions at our workplaces.
- We explored the benefits of practicing regular reflective supervision and feedback in the workplace.

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Final Reflections

- What tools or knowledge have you gained today that will help you continue building a positive team-oriented climate at your center?
- How might reflective supervision help you grow as a teacher?
- How could coming from a place of genuine curiosity impact conversations and relationships with your colleagues?

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If you did not have your registry number today for the sign-in sheet, please email your number to mgoudschaal@swhd.org by this Friday, 9/1, and I will add it. 😊
