

4 Common Ground, Common Purpose. Relationships in School Boards

Checklist:

Characteristics of the Effective Team Member

SOURCE: Skill Building for Self-Directed Team Members By: Ann and Bob Harper, MW Corporation, 1993

Modules 1 through 4 all talk about the importance of developing a strong team of school board trustees. Use this checklist to remind yourself of the characteristics of an effective school board member and of the areas in which you would like to grow personally as a member of the team.

As a member of the school board team:

- I understand, support, and feel ownership for the team's goals.
- I am willing to put the team's goals ahead of my own.
- I understand that the team's goals and my personal goals are ultimately the same.
- I listen to everyone on the team.
- I use "active" listening, striving to really understand the other person's point of view.
- I am "other-person" focused; not making judgments, but attempting to understand before forming opinions.
- I am both "task" and "team" focused, maintaining a balance between reaching the goals of the team and maintaining and developing the team itself.



- _____ I view conflict as useful and necessary.
- _____ I avoid the phenomenon of “group think” where people agree to things in order to avoid conflict, even if they think it’s a bad idea.
- _____ I trust the other members of the team.
- _____ I work at getting to know and understand everyone on the team, honestly sharing thoughts and feelings in order to build trust.
- _____ I communicate openly and honestly.
- _____ I respect differences and value diversity.
- _____ I work for consensus.
- _____ I know the strengths, knowledge, and skills of other team members and work to tap those skills for the best of the team.