**Team Behavior Matrix Example**

| **We are...** |  |
| --- | --- |
| **Engaged** | * Be fully present
* Take breaks and use other self care strategies (biological, mental, emotional)
* Ask for help when needed
* Invite and welcome the contributions of every member and listen to each other
* Keep cameras on and unmute to share
* Use group chat feature to share questions, resources, ask about concerns, and make jokes
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| **Reflective**  | * Share questions to process as a team
* Focus on problem solving around areas of concern
* Consider multiple perspectives and stay flexible
* Use agenda and notes to revisit conversations and tasks
* Consider time, resources and project priorities when making decisions
* Use and make decisions based on data (outcomes and perceptions)
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| **Supportive**  | * Share successes, challenges, ideas, useful resources
* Share your own needs (when helpful) and respect others’ needs
* Listen with openness and understanding and assume best intentions
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| **Collaborative** | * We are not here *to be right*, we are here to *get it right*
* Express concerns using “I” statements and stay solution-focused
* Listen to understand and be open to possibilities
* Keep what’s best for students and families at the center
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