**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 |
| **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) |
| **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 |
| **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 |