



UW AUTISM CENTER

CENTER ON HUMAN DEVELOPMENT & DISABILITY

UNIVERSITY *of* WASHINGTON

This presentation is property of the
University of Washington and
may not be duplicated or changed.



UW AUTISM CENTER
CENTER ON HUMAN DEVELOPMENT & DISABILITY
UNIVERSITY *of* WASHINGTON



UW AUTISM CENTER

CENTER ON HUMAN DEVELOPMENT & DISABILITY

UNIVERSITY *of* WASHINGTON

Team Work Makes the Dream Work!

Practical Strategies for Working as a Team

Kathryn Holley, M.Ed., BCBA

Ashley Penney, PhD, BCBA-D



ROLES AND COMMUNICATION







The FOUR COMMUNICATION Styles

Problem Solver

- Likes facts and logic
- Prefers policies and planning
- Organized
- Prefers control over the chaos
- Likes instructions

Go Getter

- Objectives and results oriented
- Wants to see productivity
- Competitive
- Takes charge
- Makes firm decisions

Analyzer

Director

Socializer

Relator

- Motivation
- Prefers teamwork
- Builds relationships
- Nurturing and sensitive
- Can be a good listener

- Enjoys change and creativity
- Friendly and optimistic
- Likes big ideas and conceptualization
- Adaptable

Life of the Party

People Person



SUPPORTING TEAM DYNAMICS



Weekly Staff Meetings

- If you do not already have these – advocate for this time with your team
 - Other alternatives - get creative about how and when
 - Coffee Thursdays
 - Donut Fridays
- Establish a predictable routine for staff meetings that includes time for:
 - Collaboration
 - Celebration
 - Problem solving
 - Training

Parking Lot

- Location in the classroom where staff can add topics for follow-up
 - Section of whiteboard
 - Laminated paper with sticky notes
- Classroom teacher may choose to address some topics before team meeting
- All other topics should be addressed during next team meeting

Staff Shout Outs

- Team members share praise for other team members
 - Start staff meetings with each person complimenting something they have seen another staff member do recently that worked well with a student
 - This will be a discussion starter for what works and doesn't work for your students and can help everyone feel as though they do something well
 - Everyone gets a shout-out and everyone receives a shout-out
- Possible outcomes:
 - Cultivates atmosphere of celebration
 - Leads to meaningful discussion about students
 - Boosts staff confidence
 - Strengthens team dynamic

Meeting Rotation

- Weeks 1 and 3:
 - Ten minutes parking lot topics
 - Two twenty-minute case reviews
 - ID Student
 - Strengths/likes
 - Challenges/needs
 - Review data
 - Action items and set plan
- Weeks 2 and 4:
 - Ten minutes of parking lot or shout outs
 - One twenty-minute case review
 - ID Student
 - Strengths/likes
 - Challenges/needs
 - Review data
 - Action items and set plan
 - 30 minutes of training

CONFLICT RESOLUTION

What Causes Conflict?

- Communication
 - Lack of communication
 - Poor communication
 - No communication
 - Misinformation
- Emotions
 - Strong emotions
 - Making it “personal”

Learning From Conflict

- Opportunity to teaching/learning
- Learn what is important to your team
- Learn how to prevent conflict in future
- Identify areas for growth
 - Individually
 - As a team

6 Steps to Conflict Resolution

1. Define the conflict
2. Look beyond the incident
3. Brainstorm solutions
4. Compromise/bottom line
5. Make an agreement
6. How will it be different next time?