Collaborative Characteristics
Facilitation Guide

Tool for
Performance Character

🕐 **10 minutes**

👉 **Educator-prep**
Leader-prep

Materials

- Read: Characteristics of Good Work Team Members from Psychology Today

About this Guide

Teaming with others opens the door to pooling collective expertise and experiences, enabling us to more effectively prototype and iterate on innovative practices. Use this list of helpful team member characteristics to reflect on what makes a good team and how to improve collaboration.

The Principled Innovation framework defines collaboration in the following way:

Collaboration is the act of working together toward a common goal.

Employing the assets and practices of Principled Innovation within these settings support educators to prototype innovative solutions by engaging in team reflection on successes and failures, perspective taking, and inclusive behaviors. Through team collaboration, innovators can draw upon multiple perspectives and increased cultural and systemic awareness to navigate uncertainty and mitigate unintended consequences.

Use the Characteristics of Good Work Team Members checklist, developed by Claremont McKenna College professor and organizational psychologist Ronald Riggio, to reflect on some of your own strengths and weaknesses in team settings and what makes a good team.

Making Connections

Principled Innovation asks us to work with others and recognize the limits of our own knowledge so that we can better understand and tackle the complex issues our communities face.

Connecting Character Assets:

Inclusivity
Collaboration

Instructions

1 **Read and Reflect**

Read the list of seven characteristics, and reflect on these questions:

1. Which of these would you see as your top two characteristics?

2. Which would you see as your weakest two characteristics?

3. What is one concrete step you can take toward working on one of these weakest characteristics in a team setting in which you currently find yourself?

4. Following the question at the bottom of the reading, consider which of these qualities characterizes one of the best team members you can recall working with.

   How did collaborating with that person affect your own emotional responses and team outputs?

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