

Dimensions of a Great Team: A Tool for Reflection

Dimension	Indicators	Yes/No
Product: Something of quality gets done that is valuable, useful, and appreciated.	<i>Was our product well received?</i>	
	<i>Did our clients (students, teachers, parents, staff) think that our product was high quality?</i>	
	<i>Did what we do make a difference to our clients?</i>	
	<i>Do I feel proud of the work we did together?</i>	
Process: The group's collaboration skills increase as a result of working together.	<i>Did our ways of working together improve over time?</i>	
	<i>Did our ability to communicate with each other, manage unproductive conflict, and have healthy conflict increase?</i>	
	<i>If I was to continue working with this team, do I feel confident that our work products would continue to improve because we've figured out how to best work together?</i>	
	<i>If the team has disbanded: If this team were to reconvene, would I want to rejoin it?</i>	
Learning: The team experience is a learning experience that increases the skills and knowledge of individual team members.	<i>Did I learn in this team?</i>	
	<i>Did being a part of this team help me improve my skills in my primary area of practice? (Teaching, coaching, leading, etc.)</i>	
	<i>Did I feel I could take risks in my learning in this team?</i>	
	<i>Did I trust the other people in this team most of the time?</i>	
	<i>Did I feel like I belonged to a community?</i>	

Exhibit 1.1. © Elena Aguilar, *The Art of Coaching Teams: Building Resilient Communities that Transform Schools*. Jossey-Bass, 2016.

