



TEAMS

Why Some Make it to the Championships



Dana Platin
NYS PTA Vice President

Lucille Vitale
NYS PTA Legislation Coordinator



Our Goals Today

- ❖ Explore why some teams thrive and some teams fail
- ❖ Identify ways YOU can build an effective team
- ❖ Learn team building tips and exercises



Dysfunctional Teams

- ❖ Don't communicate well or often
- ❖ Personalize, judge, criticize and assume
- ❖ Don't play by the same rules
- ❖ Lack insight
- ❖ Lack a shared goal or focus

everychild.onevoice.®

Great Teams

- ❖ Welcome and capitalize different leadership types
- ❖ Establish norms
- ❖ Assess function and evaluate impact
- ❖ Embrace the same definition of success



Team Members

- ❖ **Thinker:** logical, careful, objective, cool thinking under pressure, consistent, organized, weighs alternatives
- ❖ **Intuitor:** innovation, creative, fast and deep thinker, thrive in chaos, questioner, visionary, broad prospective
- ❖ **Sensor:** doer, energetic, pragmatic, result-seeker, multi-tasker, action-oriented, driven, self-sufficient, confident
- ❖ **Feeler:** empathetic, people-oriented, good listener, patient, dynamic, fun-loving, peacemaker, rely on gut

Thinkers

- ❖ Effective communicator
- ❖ Deliberative
- ❖ Prudent
- ❖ Weighs alternatives
- ❖ Stabilizing
- ❖ Objective
- ❖ Rational
- ❖ Analytical
- ❖ Verbose
- ❖ Indecisive
- ❖ Overly cautious
- ❖ Over analyzes
- ❖ Unemotional
- ❖ Un-dynamic
- ❖ Controlled & controlling
- ❖ Rigid
- ❖ Overly serious

Intuitors

- ❖ Original
- ❖ Imaginative
- ❖ Creative
- ❖ Big Picture thinker
- ❖ Charismatic
- ❖ Idealistic
- ❖ Intellectually tenuous
- ❖ Unrealistic
- ❖ Far-out
- ❖ Fantasy-bound
- ❖ Scattered
- ❖ Devious
- ❖ Out of touch
- ❖ Impractical
- ❖ Ideological
- ❖ Visionary
- ❖ Disorganized
- ❖ Undisciplined

Sensors

- ❖ Pragmatic
- ❖ Assertive
- ❖ Directional
- ❖ Results-oriented
- ❖ Competitive
- ❖ Objective
- ❖ Confident
- ❖ Efficient
- ❖ Self-sufficient
- ❖ Doesn't think term
- ❖ Status-seeking
- ❖ Self-involved
- ❖ Acts first, think later
- ❖ Domineering
- ❖ Arrogant
- ❖ Pushy, controlling
- ❖ Prefers to do it by self
- ❖ Lacks trust in others

Feelers

- ❖ Spontaneous
- ❖ Persuasive
- ❖ Empathetic
- ❖ People-oriented
- ❖ Probing
- ❖ Introspective
- ❖ Draws feeling out of others
- ❖ Loyal
- ❖ Impulsive
- ❖ Manipulative
- ❖ Over-personalizes
- ❖ Sentimental
- ❖ Postponing
- ❖ Guilt-ridden
- ❖ Stirs up conflict
- ❖ Subjective
- ❖ Soft and unprofessional

How Do Styles Impact:

- ❖ Roles and responsibilities?
- ❖ Communication needs?
- ❖ Expectations?



Who is on your team?

What style do they bring to the table?

everychild.onevoice.®

All styles are necessary to a
well-functioning team.

Great Team Members

- ❖ Listen for meaning
- ❖ Cut people slack
- ❖ Don't personalize
- ❖ Don't judge
- ❖ Recognize one style is not better than others; it is just different
- ❖ Read the audience



Exercise (Communication): Honesty Scale- How much is too much?

- ❖ Level 1: avoid negatives, find something positive no matter how hard. (We are so glad you chaired this committee; we'll find a more interesting role for you next year.)
- ❖ Level 3: find good as well as bad (I really admire how hard you worked on this; the next time, please give the board more notice so all could participate.)
- ❖ Level 5: Unvarnished; no holds barred. (What a train wreck. You totally missed the point. Let's start over.)
- ❖ Share...

Exercise (Communication): Win With Me, Lose With Me

- ❖ Write down 3 things that someone can do to win with you... if they do it, you are open to communication, ready to listen/help, view them in a positive light
- ❖ Write down 3 things that make it less likely that you will listen to someone or want to work with them, less likely you will cooperate
- ❖ Share...

Set Norms

Code of Conduct

- ❖ Written/signed statement of what your team values
- ❖ Standard to which to hold you and your team accountable
- ❖ Simple statements of value

Meeting Ground Rules

- ❖ Short, simple rules
- ❖ Posted on walls or on agenda

Sample Ground Rules

- 1) Be on time, meetings will start on time.
- 2) 2-5 minute update for each leader; if more time is needed, group agrees to extend.
- 3) Hold questions until each leader is done with update; do not interrupt.
- 4) Table side conversations until before or after the meeting.
- 5) Be an active listener and participant, no technology.
- 6) Be prepared to report out for your team.
- 7) Attend or send a back-up representative for your team.
- 8) Let the Team Leader/Expert respond to inquiries before you do.
- 9) Meet deadlines and follow-up when promised.
- 10) Communicate with fellow Team Leaders and Team Members.

Evaluations

Great teams evaluate function:

- ❖ Are we getting along?
- ❖ Are we getting things done?
- ❖ What do we need to do better?

Sample evaluation in President's
Quick Reference Guide

Exercise (Evaluations)

Pulse check via index cards (before or after meetings)

- ❖ Ask board to write 3 things they think the board does well;
or
- ❖ Ask for 1 suggestion to improve board meeting or board function; or
- ❖ Ask for 1 thing they wish the board did better, or one area of training necessary, or 1 thing they wish would stop.
- ❖ Debrief at the next meeting **anonymously** - 30 minute discussion around findings. For positives, celebrate success and identify action you can take to build on success; for improvements, identify at least one action the board can agree to take to make things better.

Goal Setting

- PTA Mission Drives Goals
- Yearly Goals/Priorities:
 - ❖ Create a plan
 - ❖ Get input from members and staff
 - ❖ Budget to support goals
 - ❖ Identify indicators of success
 - ❖ Celebrate success
- Goal planning e-learning courses on National website

Exercises: Goal Setting

Profit

Profit in PTA is what we produce at the end of the day that demonstrates success, or shows value was given/attained.

- ❖ Ask your board to list *at least 3* things that answer these questions: “What does profit look like for your committee/position?” and “If you and your committee do your jobs, what does success/profit look like?”
- ❖ Now ask them to star (*) one item on their list that is necessary for your PTA to succeed. If it happens, it shows your PTA is doing the right things.
- ❖ Finally, collect all the cards and put together a document showing what success looks like for all committees and your PTA.

Questions and Discussion

Thank you for attending
and for all you do for
children and for PTA!

Dana Platin
vpplatin@nyspta.org

Lucille Vitale
legislation@nyspta.org

