

What drives our team?

DIRECTIONS

1. Read Joellen Killion's column on pp. 5-7 and consider the following aspects of what motivates educators.
2. Use the table below to consider how your learning team contributes to members' motivation and success.
3. Discuss the team's areas of strength and specific challenges.
4. Together, determine what steps you will take to improve.

AUTONOMY	1 strongly disagree	2 disagree	3 agree	4 strongly agree
Our team has the freedom to be innovative in solving problems.				
Our team contributes to each team member's sense of professionalism.				
Our team identifies what we need to learn through shared data analysis and decision making.				
Our team encourages members to be accountable for the success of all students in the school.				
MASTERY	1 strongly disagree	2 disagree	3 agree	4 strongly agree
Our team improves member practice through the use of specific and clear feedback to its members.				
Our team gives members standards or benchmarks to assist in assessing their competence.				
Our team shares strategies and practices that build members' skills and confidence.				
Our team has opportunities to reflect on what works and what needs to improve.				
PURPOSE	1 strongly disagree	2 disagree	3 agree	4 strongly agree
Our team defines and shares common goals to strengthen our sense of purpose.				
Our team expands each member's sense of purpose beyond his or her own classroom.				
Our team contributes to each member's personal and professional satisfaction with work.				

NEXT STEPS

Identify three ideas to improve your learning team's contribution to team members' motivation to succeed.

1. _____
2. _____
3. _____

Source: This assessment is built around concepts outlined in Daniel Pink's *Drive: The Surprising Truth about What Motivates Us* (Penguin Books, 2009).