

Team Engagement Tip Sheets

What is Team Engagement? Team engagement can be described as the level at which employees feel mentally and emotionally connected to their employers, co-workers, and organization.

<p style="text-align: center;">Promote Active Listening</p> <p>Back-to-Back Drawing. Split your group into pairs of "listeners" and "speakers". The speaker will draw an image and describe it to the listener to draw, but the listener cannot speak. The goal is to draw the same thing without seeing each other's paper!</p> <p>Active Listening. Use random materials found in your space, like chairs, bottles, or boxes, to create an obstacle course. Divide your group into pairs, with one partner blindfolded. The other partner must guide that person using only verbal instructions from one end of the course to the other without hitting any obstacles.</p> <p>The 5 Languages of Appreciation in the Workplace. Identify the five languages of appreciation to make your work environment more encouraging and productive. (Google Search)</p>	<p style="text-align: center;">Visions and Philosophies</p> <p>Determine Your Team Values. Have each person pick their top three values and explain why. Get inspired by new perspectives and learn more about your team members.</p> <p>16 Personalities. Take this short test to determine you and your teammate's personality types. Learn what drives, inspires, and worries different personalities and build more meaningful relationships with your team.</p> <p>https://www.16personalities.com/free-personality-test</p> <p>Make Up a Scenario. Create a scenario that your employees may encounter at work. Have your team describe how they would overcome any challenges or barriers they may face in the workplace.</p>
<p style="text-align: center;">Gathering Voice</p> <p>Successes, Challenges, and Wishes. Post some chart paper and ask your team to use sticky notes to write down things they feel are successes, something they find challenging, and what tools they wished they had to aid their role.</p> <p>Construct A Memory Wall. Share your favourite stories or memories using sticky notes to encourage engaging and authentic conversations.</p>	<p style="text-align: center;">Team Wellness</p> <p>Yoga or Mindfulness Session. Take a breather and practice some yoga or mindfulness exercises to support your team's overall well-being.</p> <ul style="list-style-type: none"> • https://www.mindful.org/meditation/mindfulness-getting-started/ • https://www.mindfulleader.org/meditate-together • https://yogawithadriene.com/free-yoga-videos/

<p style="text-align: center;">Reflective Questions</p> <ul style="list-style-type: none"> • What characteristics do you most admire about your co-workers? • How do you recognize when you are stressed? • What is one misunderstanding that has happened to your team recently? How was it resolved? • Think of the last meaningful “thank you” that you received. What was it? • Where, outside of work, do you get your best ideas? • How do you work together to build stronger team cohesion? 	<p style="text-align: center;">Staff Meeting Icebreakers</p> <p>The Perfect Square. Team members must work together to create a perfect square with a rope while completely blinded. Work together and use your communication skills to collaborate and have some fun!</p> <p>Shipwrecked. Imagine you and your team have crashed on a deserted island in the middle of the Pacific. You have just a few minutes to salvage some items from the wreckage before the whole plane burns down. What will your team choose?</p>
<p style="text-align: center;">Resources at the PRC</p> <ul style="list-style-type: none"> • The Visionary Director: A Handbook for Dreaming, Organizing, and Improvising in Your Center (3rd ed.) - Written by Margie Carter, Luz Maria Casio, and Deb Curtis • Creating Communities in Early Years Settings - Written by Debbie Chalmers • Coaching with Powerful Interactions: A Guide for Partnering with Early Childhood Teachers - Written by Judy Jablon, Amy Laura Dombro, and Shaun Johnsen • Pathways to Constructivism: A Self-Directed Guide For Educators - Written by Ellen Jacobs, Goranka Vukelich, and Nina Howe • Leaders Eat Last: Why Some Teams Pull Together, and Others Don’t - Written by Simon Sinek • Learning to Lead (2nd ed.) - Written by Debra Sullivan <p><i>The Region of Waterloo, Children’s Services would like to acknowledge the development of this Team Engagement Resource by the Early Childhood Professional Resource Centre to support the work of Early Years Engage.</i></p>	<p style="text-align: center;">Staff Resources</p> <ul style="list-style-type: none"> • Not Another Webinar <ul style="list-style-type: none"> ○ Tips to help educators identify and communicate their emotions ○ https://childrenandyouthplanningtable.ca/not-another-webinar/ • Educators <ul style="list-style-type: none"> ○ Practical resources to support mental health and well-being ○ https://smho-smso.ca/covid-19/educators/ • Practice Guidelines on Communication and Collaboration <ul style="list-style-type: none"> ○ Contains information to assist in working through challenging conversations ○ https://www.college-ece.ca/en/Documents/PG_Communication_and_Collaboration_Section1.pdf • Contact the PRC <ul style="list-style-type: none"> ○ Web: www.eceprc.ca or ○ Phone: 519-748-5220 Ext 3388 ○ Email: PRCInfo@conestogac.on.ca