

Teamwork

Description: Strong Teamwork allows youth to work with others no matter the size or makeup of the group and they are able to independently problem solve when minor conflicts arise. Every team member recognizes and accepts others’ strengths and challenges.

Youth who struggle with teamwork often:	Youth who are strong at teamwork often:
<ul style="list-style-type: none"> • Leave the group to do things by themselves • Exclude others • Don’t trust others to do their share • Get frustrated quickly when there’s a divergence of opinions • Have difficulty finding a balance between leading and following • Don’t budge on their opinions • Doubt the validity of their own thoughts or ideas 	<ul style="list-style-type: none"> • Balance listening and leading • Are empathic • Resolve conflict respectfully • Include those who do not fit in • Like to help others • Are willing to change their mind depending on the group’s needs or opinions • Are adaptable, but not gullible • Enjoy working in groups • Are okay with people who disagree

Best Practices and Evidence

Teamwork Norms: Teamwork is different from “group work” in that it implies *how* youth work together rather than merely working on the same task. When staff members define teamwork roles and expectations, youth are better able to work toward a goal collaboratively.

Evidence of a program that with clear Teamwork Norms include:

- Teamwork expectations are reviewed at the start of each activity.
- Values and norms are developed collaboratively and agreed on by staff and youth.
- Roles are assigned at the start of teamwork activity.
- Staff models teamwork expectations and helps youth to reflect on their teamwork behaviors throughout the day.
- Positive examples of teamwork are highlighted throughout the day.
- Teams debrief to assess and reflect upon strengths and areas of improvement.

Opportunities for Collaboration: Teamwork is a skill that can be taught and practiced. Youth benefit from time to practice collaboration on a variety of tasks, especially when there is a common goal.

Evidence of a program that offers Opportunities for Collaboration include:

- Teambuilding challenges and games occur throughout a day or program, not just in the beginning as icebreakers.
- The program often involves long-term projects that require teamwork among youth to reach a mutual goal.
- Groups are often formed intentionally by staff members to match up complementary skills and needs.
- Teamwork is reflected upon as a group, with feedback from peers and adults.

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<i>There is no evidence that youth understand the expectations for teamwork.</i>	<i>There is some evidence that youth understand the expectations for teamwork.</i>	<i>There is moderate evidence that youth understand the expectations for teamwork.</i>	<i>There is extensive evidence that youth understand the expectations for teamwork.</i>
<p>There are no opportunities for teamwork in program activities.</p> <p>There is no support from staff in learning and using teamwork skills.</p>	<p>There are minimal, if any, opportunities for teamwork in program activities.</p> <p>There are brief examples of support from staff in learning and using teamwork skills.</p>	<p>There are opportunities for teamwork in the activity, but they are rare or only available to some youth.</p> <p>Staff support teamwork, but there are missed opportunities to help teams collaborate.</p>	<p>There are authentic opportunities for youth to work together in teams toward meaningful goals.</p> <p>Staff consistently support teamwork throughout the activity time, taking advantage of opportunities to help teams collaborate.</p>