



Highly Effective Teams Photo Deck



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Welcome to the Team Agreements Highly Effective Teams Photo Deck!

Directions:

1. Print pages 3 – 12 double - sided onto cardstock and laminate for continual use.
2. Break participants into small groups or pairs.
3. Give each group one photo or have them choose a photo. Give them 2-3 minutes to observe the image.
4. While participants are observing their chosen image, ask them to quietly (and to themselves) answer the following questions (ask 1-2 questions or all questions depending on time):
 - a. What do you notice?
 - b. What is their body language communicating?
 - c. What's happening in the background?
 - d. What do you think they're talking about?
 - e. What was their last success and how did they celebrate it?
 - f. What challenge did they overcome recently? What might they still be struggling with?
 - g. What roles do you think they play (e.g., assistant, supervisor, teacher, itinerant, etc.)?
 - h. What do you think happened before and then after the conversation?
5. Have the groups discuss their observations based on the questions on the back of each image.
6. Have a whole group discussion based on their observations and discussions.
7. Facilitation Expansions:
 - a. Extend the observation time to 5 minutes. This will allow the group to go below the surface. Deepen their observations by asking the following questions:
 - b. Have each group create a story about what the image and then role play each member.





Directions

Discuss the following questions within your group:

- What did you notice?
 - Were there any similarities?
 - Were there any differences?

- What story did you make up about what was happening?
 - Were your stories similar? Different?
 - What role do you think culture played in your story?

- In what way does this image reflect your own team?

Be prepared to share your discussions with the larger group.



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