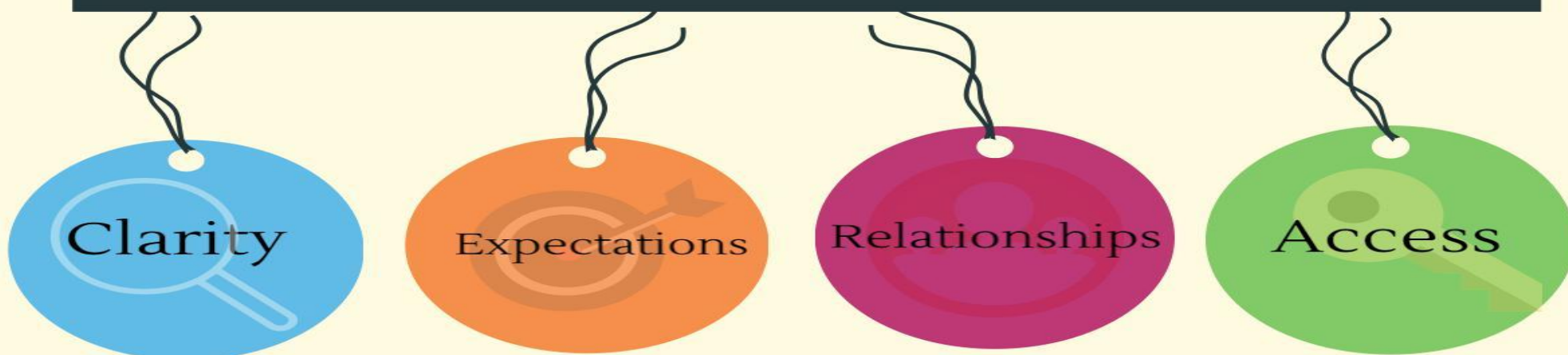


# CollaboRATE Success Factors



## How to create a high impact culture on your team

Set clear, high goals with clear accountability. Acknowledge the hard work and state that it is important. Create a clear roadmap to get you there.

Set the expectation that these are results you will use. Take the results seriously; share the data with people openly and make concerted focus on areas of growth.

Create a space where relationships with the team are important first, because students and others will sense that. Intentionally create a supportive environment at the staff level as a foundation.

Make sure people have time, space and equipment to take the survey. Set aside time on their calendars or bring in a kiosk for people to use.



**"We make culture our #1 priority. Kids learn best when they are happy and the same principle works for adults." - School principal with high impact results**

## Other keys to success



### COLLABORATIVE DECISIONS

As decisions grow in complexity or significance, add in more collaboration.



### RECOGNITION

Shout-outs, pins, cards, meeting announcements - find out what each person needs and do that regularly.



### COMMUNICATION

Ratio for highly successful teams is 75% in person and 25% electronic!



### PRIDE

Not for individuals but for the group, team or school. Foster this in your group and see results.



### FOCUS ON PROGRESS

Less about structure and hierarchy; more about results.



### STUDENTS FIRST

No matter what, this is the focus area of the decisions made, actions taken and results measured.



### CANDOR

Value honesty, integrity and candor and recognize when it happens appropriately.



### COMMITMENT

Constant focus on goals, progress monitoring and results by everyone on the team.

