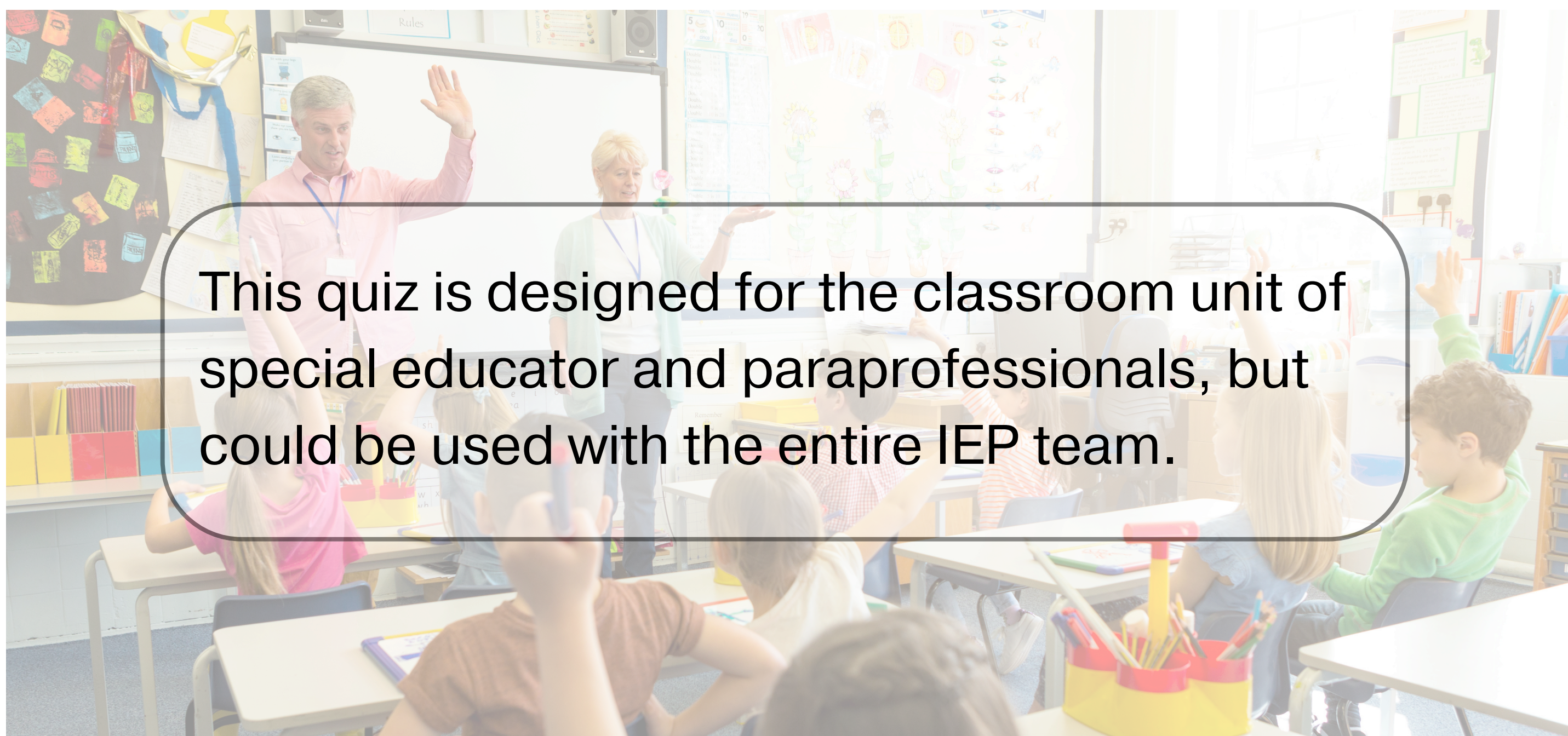




QUIZ: BETTER TOGETHER

DISCOVER YOUR ROLE IN YOUR SPECIAL ED TEAM

Understanding work styles means understanding everyone's value



Better Together Quiz

How to use this Resource

This quiz packet is designed to help special education teams understand and appreciate the diverse work styles within their group. By recognizing and adapting to different approaches, teams can enhance collaboration, communication, and overall effectiveness in supporting their students.

1

Individual Quiz

Each team member completes the quiz independently.

2

Team Discussion

Gather as a team to discuss individual results and insights.

3

Action Planning

Celebrate what you each bring to the team. Identify strategies to leverage diverse work styles and improve team dynamics.

This packet encourages open communication and mutual respect, fostering a more supportive and productive environment for everyone involved.

Quiz Topics

Communication Styles

Identifying preferred methods of communication.

Team Norms

Develop team norms that accommodate different work styles.

Task Management

Exploring different organizational strength and procedures

Collaboration

Recognizing individual strengths in teamwork.

Decision-Making

Understanding approaches to problem-solving.

Conflict Resolution

Establish procedures for resolving conflicts constructively.

Appreciation

Recognize and appreciate the value of diverse perspectives.

What's next?

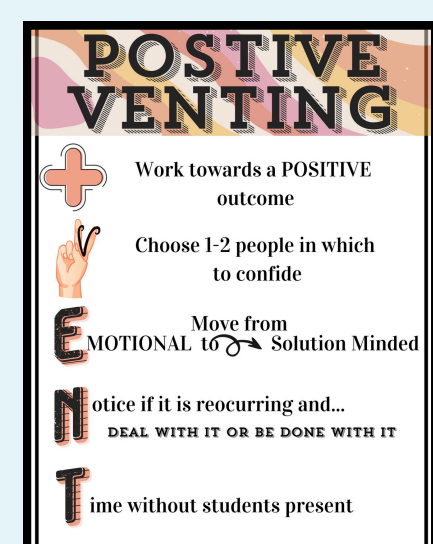
After completing the quiz and discussing the results, consider the following:

- Schedule regular team meetings to review progress and address any challenges.
- Encourage ongoing feedback and open communication among team members.
- Celebrate successes and acknowledge individual contributions.
- By embracing diversity and working together effectively, special education teams can create a positive impact on the lives of their students.

Resources to help



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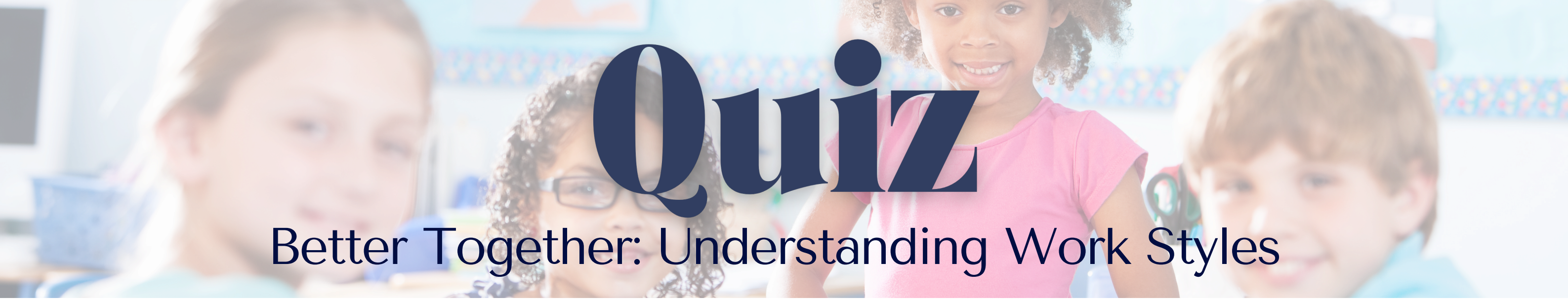


Quiz

Better Together: Understanding Work Styles

1. How do you prefer to give or receive instructions at work?
 - A. Clear step-by-step directions in writing
 - B. Verbal explanations and quick check-ins
 - C. Through hands-on modeling or demonstration
 - D. A mix — I figure it out as I go
2. What's your natural reaction to a sudden change in plans?
 - A. Pause, then ask what's needed and make a plan
 - B. Stay calm and support the team emotionally
 - C. Jump in and handle the new situation on the fly
 - D. Ask for clarity, then adjust
3. Which task do you enjoy the most during a school day?
 - A. Prepping materials, organizing supplies
 - B. Supporting students one-on-one
 - C. Managing transitions and behaviors
 - D. Facilitating conversations or building team trust
4. When someone gives you feedback, what's most helpful?
 - A. Written notes so I can reflect privately
 - B. Gentle and supportive conversation
 - C. Straight to the point, no fluff
 - D. A chance to talk it through together
5. Which statement feels most true for you?
 - A. I like routines and clear expectations
 - B. I care deeply about how others feel
 - C. I work best in high-energy or fast-paced settings
 - D. I'm good at bridging gaps and smoothing conflicts
6. What causes the most tension in a team?
 - A. Lack of structure
 - B. Feeling unappreciated
 - C. Micromanagement
 - D. Poor communication





Quiz

Better Together: Understanding Work Styles



7. How do you feel about collaboration?
- A. I prefer to divide roles clearly and check in regularly
 - B. I want to feel seen, heard, and supported
 - C. I like to just get things done and adjust on the fly
 - D. I love open dialogue and team-building
8. During a chaotic situation, your natural instinct is to:
- A. Jump in and take control
 - B. Check in on people’s emotions
 - C. Restore structure and come up with a plan
 - D. Keep communication flowing so no one feels lost
9. How do you show appreciation or like to be appreciated?
- A. Through action— getting things for/helping someone.
 - B. Personal gestures, like a thank you note or kind words.
 - C. Recognition of a job well-planned and executed.
 - D. Group celebrations or public shout-outs that build connection.

How to compile your answers

Count how many times you chose each letter:

A = _____	C = _____
B = _____	D = _____

Your dominant letter is your primary work style:

- Mostly A’s: The Doer – Action-oriented, productive, and efficient
- Mostly B’s: The Helper – Compassionate, dependable, and nurturing
- Mostly C’s: The Organizer – Structured, detail-focused, and reliable
- Mostly D’s: The Connector– Collaborative, communicative, and team-focused

If you have a tie, read through both style descriptions and choose the one that feels most accurate to how you show up at work.

Tip: Everyone has a little of each style — your dominant style simply helps you understand your strengths (and how you complement others on your team!).



The Doer



Superpower

You keep things moving
when others stall

You handle crises with calm
and quick action

You lead by example through
hard work

Your “go-go-go” can inspire

Needs

Opportunities to take
initiative

Minimal micromanagement

Clear direction and priorities

Recognition of their work

Collaboration Tips

You can ask team for
assistance to prevent burnout
and let others feel included

Let your team know when
you're feeling overloaded

Pause and ask for details
before jumping into problem-
solving

Be mindful that others may
need more time to process

Traits

Action-oriented

Hands-on

Fast-paced

Problem solver

Productivity-driven

Doesn't wait for permission

Early starter

Takes ownership

Can be impatient

Highly reliable

Caution:

You may get overwhelmed or waste energy on less important tasks

The Helper



Superpower

You notice when people are hurting or need support

You build strong relationships

You create calm, caring environments

You boost team morale

Needs

Emotional safety and kindness

To feel seen, appreciated, and heard

Clarity about how to help without overextending

To be appreciated, not taken advantage of

Collaboration Tips

Don't forget to ask for help too — your needs matter

Your empathy can bridge conflict or stress

You'll need to set healthy boundaries so you don't burn out

Ask, "Would you like me to help, or would you rather try it first?"

Traits

Always ready to pitch in

Service-oriented mindset

Highly empathetic

Adjusts to needs of others

Patient

Relationship-driven

Generous with time and energy

Compassionate

Intuitive

Caution:

You may avoid saying "no" even when overwhelmed.

The Organizer



Superpower

You keep plans on track and teams on schedule

You prepare systems and routines that create calm

You offer consistency, especially in chaotic moments

Needs

Time and space to plan

Access to all the details

Clear expectations and communication

Consistent routines and roles

Understanding that last-minute tasks can cause anxiety

Collaboration Tips

You may need to stay flexible at times

Your systems/plans will help others follow your lead

Lean into your clarity to support team transitions

Be aware that your rigidity may frustrate more flexible or spontaneous teammates

Traits

Structured

Reliable

Detail-Oriented

Loves structure

Detail-oriented

Efficient

Prepared

Analytical

Reliable

Thorough

Caution:

You may resist change even when it's beneficial.

The Connector



Superpower

You keep everyone looped in and included

You help the team align and collaborate

You remember personal details about others

You are friendly & easy to understand

Needs

Open communication & collaboration

Respect for everyone's voice

Time to build relationships and team trust

Recognition for relational work

Opportunities to check in with the team — not just about work, but about people.

Collaboration Tips

You may need to step back to protect your emotional state

You may need to speak up for the quieter voices on your team

You see relationships as the heart of a successful team.

Be aware that your free-flowing manner may frustrate those who need consistency

Traits

Warm & approachable

Inclusive

Team-Focused

Accepting

Friendly

Peacemaker

Empathetic

Intuitive to feelings

Morale booster.

Caution:

You may become the “dumping ground” for everyone's problems.

Needs Overview



The Doer

- Clear priorities so they know exactly where to focus their energy.
- Quick recognition for their efforts — a “Thanks for jumping in!” goes a long way.
- Autonomy to just go do the thing without micromanagement.
- Support for follow-through so they don’t burn out trying to do everything themselves.

The Helper

- Genuine appreciation for their willingness to step in, even for small tasks.
- Reassurance that their work matters and isn’t taken for granted.
- Opportunities to build relationships — they thrive on feeling connected to the team.
- Protection from overcommitment so they don’t run themselves ragged.

The Organizer

- Clear plans and expectations so they can map out tasks and timelines.
- Time to prepare — last-minute chaos makes them twitchy.
- Acknowledgment of behind-the-scenes work (lesson prep, data tracking, scheduling).
- Respect for systems they’ve put in place — they want consistency.

The Connector

- Opportunities to foster collaboration — they love bringing people together.
- Space to check in with everyone to keep morale high.
- Validation of their people skills — noticing how they smooth tension or lift the mood.
- A voice in team decisions — they like making sure all perspectives are heard.

Team Reflection

✓ REFLECTION PROMPTS

Use these in a staff meeting, PLC, or check-in after everyone completes the quiz:

1. What's one strength I bring to the team?
2. How do I like to receive support during a tough day?
3. What makes me feel appreciated at work?
4. What do I need from my teammates to thrive?
5. When I feel overwhelmed, how can the team help?

✓ Notes:



SPECIAL EDUCATORS

MAKE YOUR CLASSROOM AIDES FEEL WELCOME AND VALUED

Bonus: Aide & Staff Appreciation Posters & Shirts

If you want to go even further in recognizing and honoring your team, I also created a set of staff appreciation posters — designed just for special education classrooms.

These posters highlight the heart of what paraprofessionals, aides, and related staff bring to the team. They're perfect for:

 Bulletin boards

 Staff lounges

 Appreciation week gifts

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