

## BETTER TOGETHER: A COLLABORATIVE APPROACH

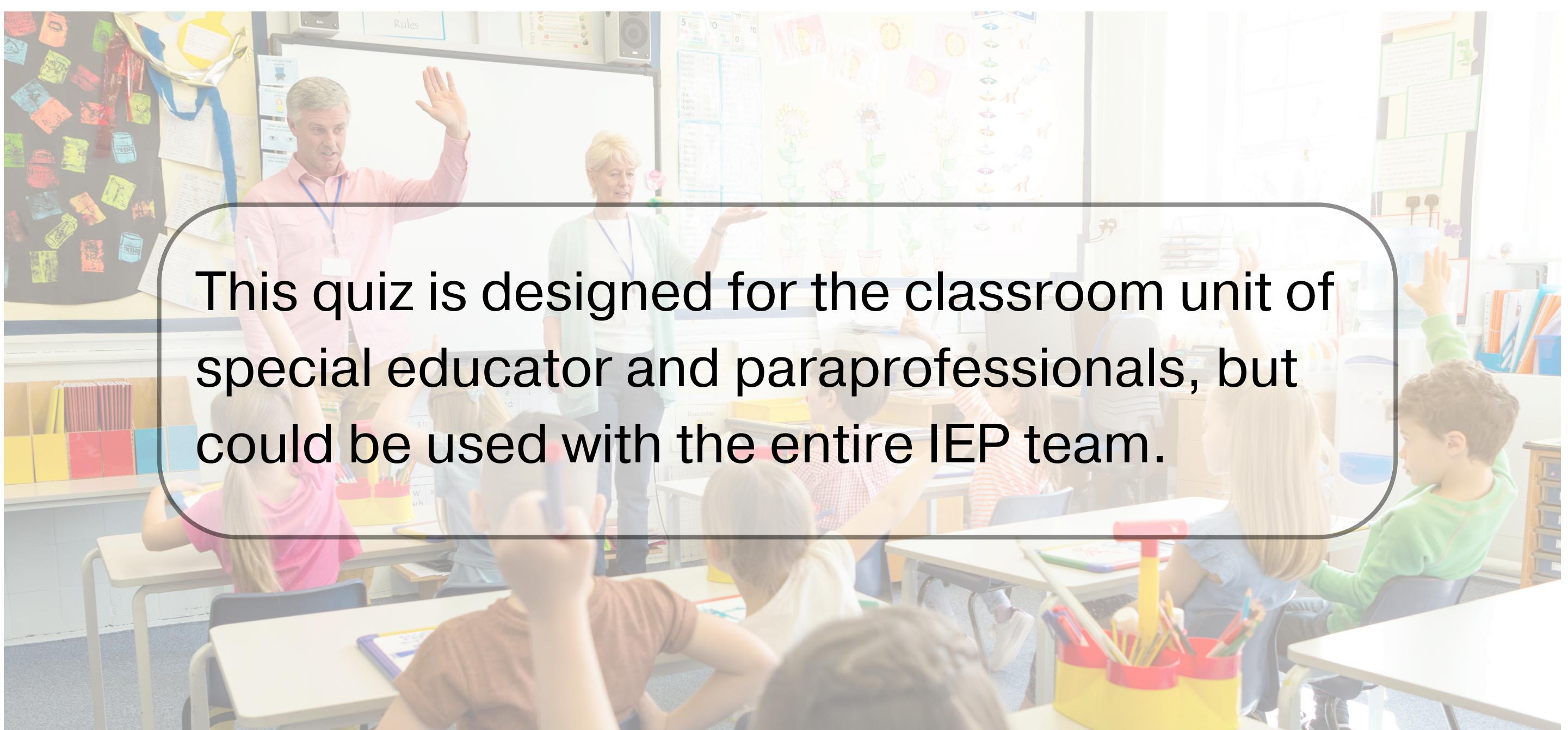


# QUIZ: BETTER TOGETHER

## DISCOVER YOUR ROLE IN YOUR SPECIAL ED TEAM

*Understanding work styles means understanding everyone's value*

This quiz is designed for the classroom unit of special educator and paraprofessionals, but could be used with the entire IEP team.



# 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?

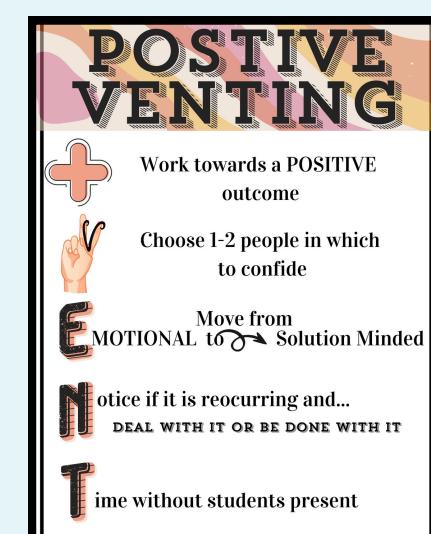
After completing the quiz and discussing the results, consider the following:

- 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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# I'M SO GLAD YOU ARE HERE

YOU ARE WHAT'S GOOD. COM | SPECIAL EDUCATION



# 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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Every month, I send out a free newsletter just for special education teachers and support staff, filled with:

- Fresh ideas for classroom systems and routines
- Free printables and adaptive tools
- Encouragement you actually want to read

Early access to new resources and trainings



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