

# Leveraging Our Team Strengths

**Your Team's Pictures**

**By Understanding Our  
Team Blind Spots**



# Our Team Focus



**Our District's Vision:** Success: one student at a time

**Our District's Mission:** Each student gaining skills to achieve lifelong success

# Key Points to Remember

- 1. There is no bad profile.**
- 2. The strength of a team comes from every voice being heard.**
- 3. What we value determines what we see, hear, and gather information about.**
- 4. There are no personality conflicts— only conflicts in value.**
- 5. Your thinking condition impacts your clarity.**

# Outcomes for Today

- 1. Understand our thinking differences**
- 2. Appreciate the impacts of thinking conditions on our work**
- 3. Consider case scenarios how understanding our thinking differences will help us make better decisions**

# ABC's of Our Thinking



▶ **A – Attention**



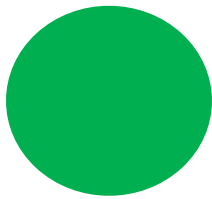
▶ **B – Beliefs**



▶ **C – Content**

# KH Profile Measures Attentiveness

People

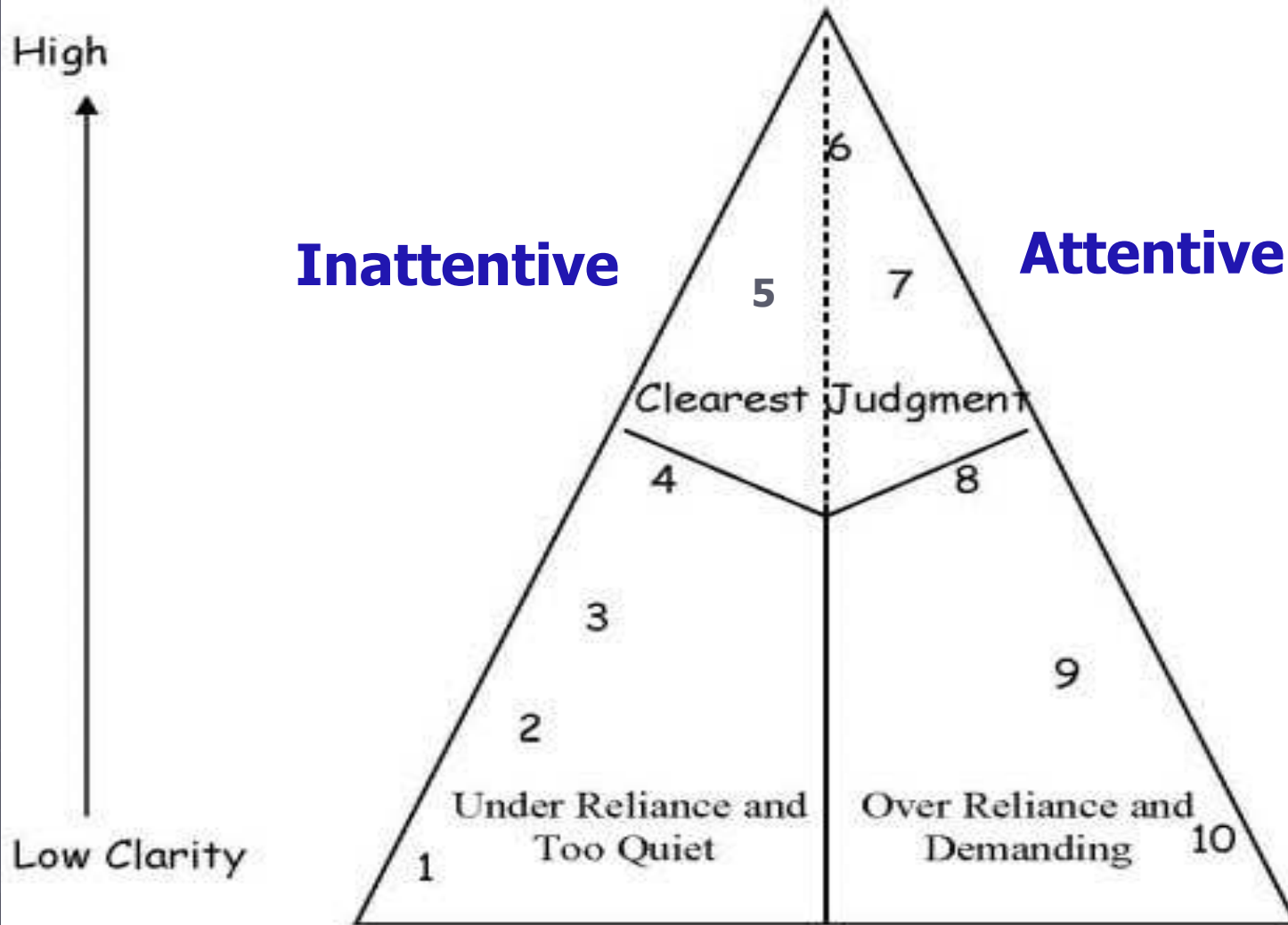


Results

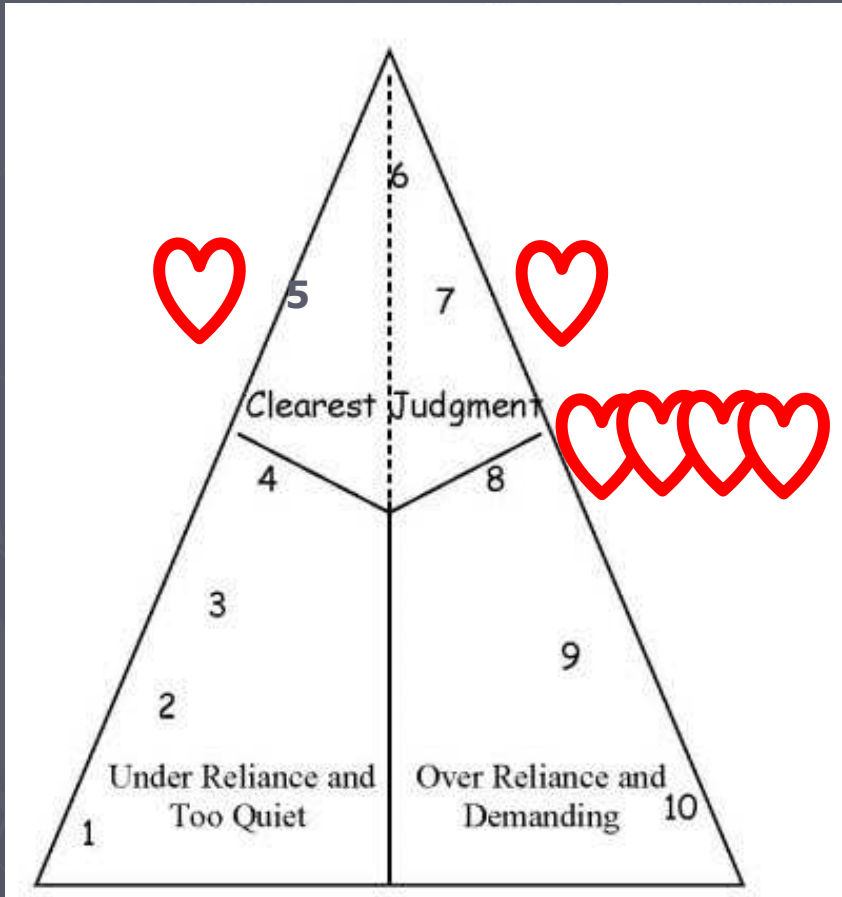


Rules

# The Measures



# Empathy, Intuitive



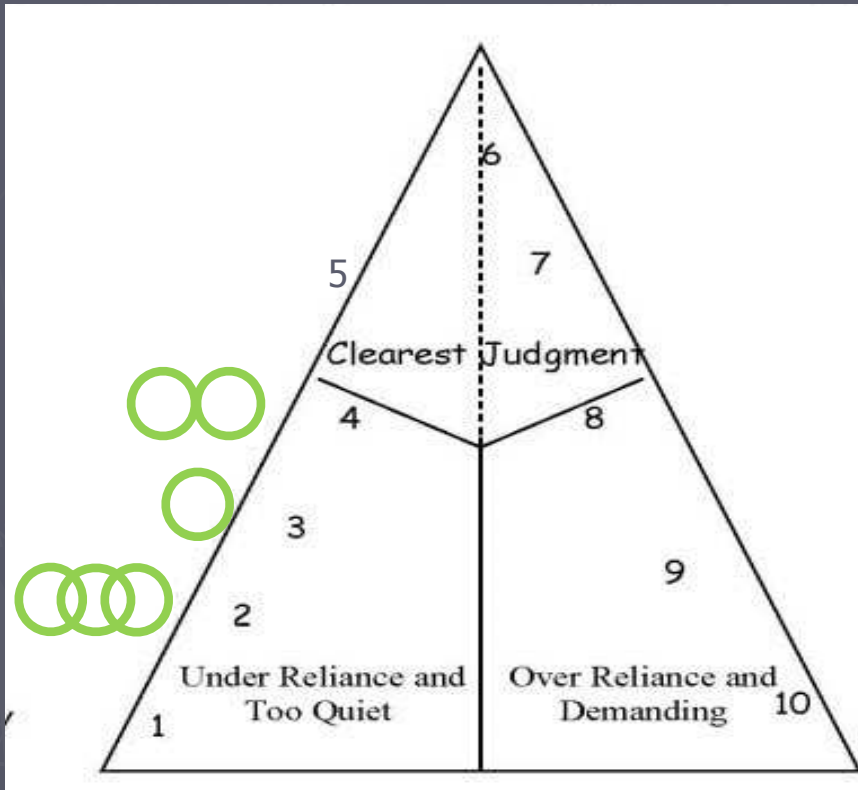
- ❑ Team is very attentive to others being treated with empathy, dignity
- ❑ Work is extension of who each is

**Watch:** Delaying until everyone feels good about the decision



# Practicality, Political

Results

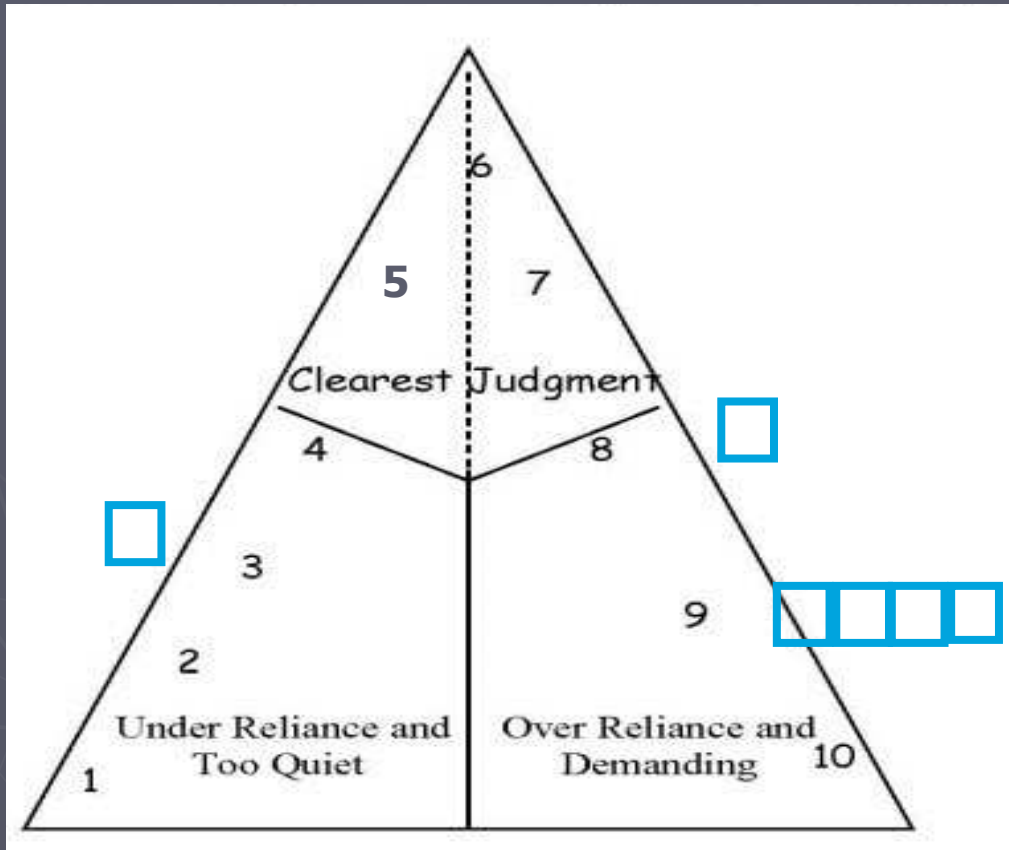


- Able to focus on ideas
- Cautious about unfamiliar change

**Watch:** Identifying solutions but not estimating accurately time, resources, cost

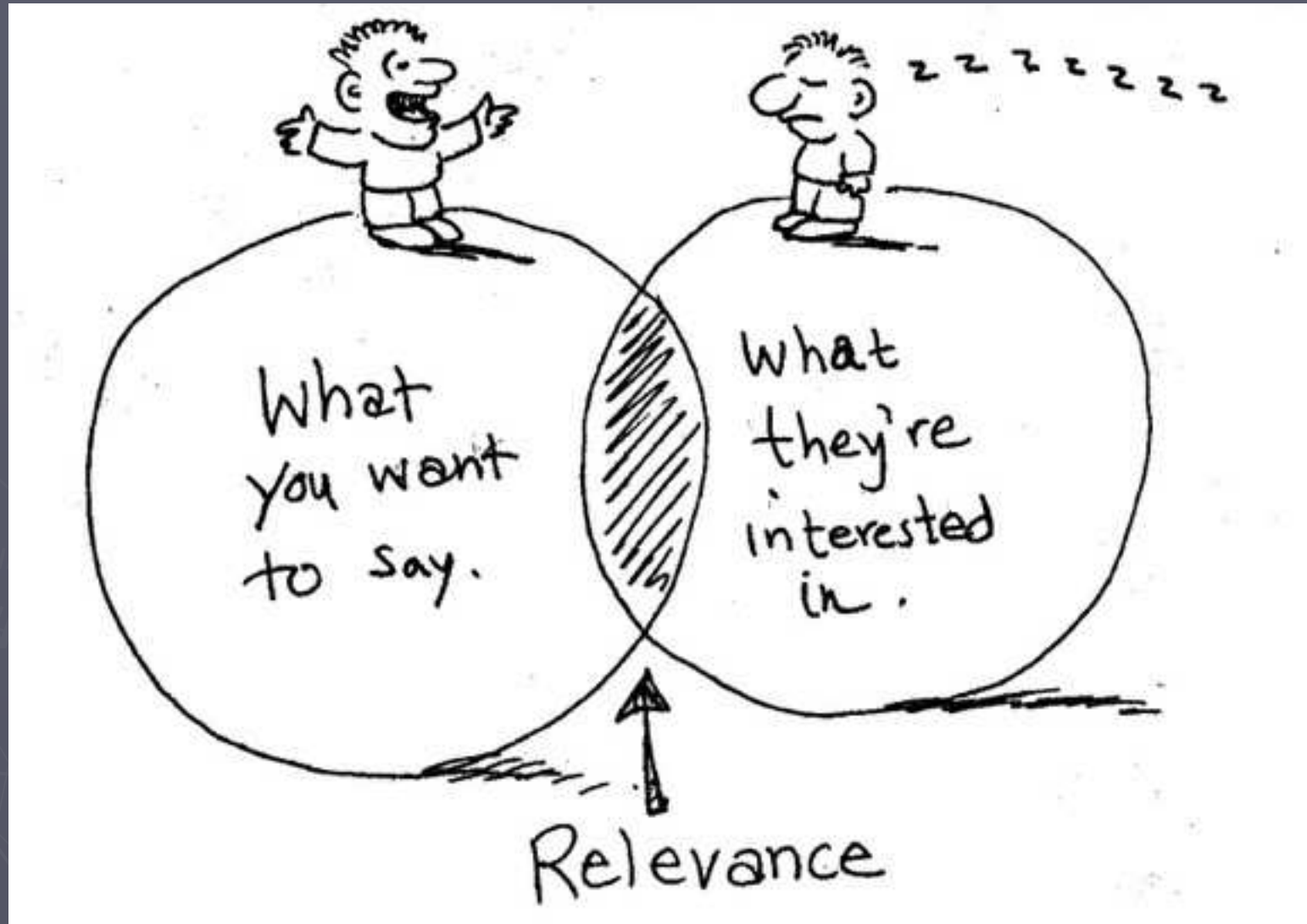
# Rules, Process

Structure



- 5 very focused on rules & process
- 1 possibly more creative about rules

**Watch:** Not listening to the voice that questions when we treat a rule as an absolute



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# Scenario 1

Should the student “walk”  
at graduation?



# Scenario 2

Public Comment Complaint;  
District Investigation Underway