

A team is not a group of people who work together. A team is a group of people who trust each other. - Simon Sinek

Trust

Bryk & Schneider (2002, 2003) found that there are four key components to building trusting relationships in schools.

Trust is the glue of life. It's the most essential ingredient in effective communication. It's the foundational principle that holds all relationships.

- Stephen Covey

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Integrity

Integrity is shown when there is a match between words, beliefs and actions.

Leaders show integrity when they do what they say they are going to do and when their actions support their initiatives.

“ I walk the talk”

Personal Regard

Personal regard is shown when people feel they are in a safe and caring environment.

Leaders show personal regard by getting to know the individual needs and personal interests of their colleagues. Leaders also need to share their own needs and interests in order for others to see them as “human”.

“I care about you as an individual”

Respect

Respect involves the recognition of the important role that each person plays in the collaborative team.

Leaders show respect when they listen actively to understand rather than react or solve others issues. When people feel heard, they feel respected.

“I want to understand and value your perspective/ voice”

Competency

Competency in core responsibilities means that you have some level of expertise in the areas you are working.

Leaders show competency when they know how to access appropriate resources and are vulnerable enough to say when they don't have the answers

“I have a deeper understanding of best practice”