

## What Kinds of Skills Do YOU Bring to Your Learning Team?

The most innovative companies explored in Jeff Dyer, Hal Gregersen and Clayton Christensen's book *The Innovator's DNA* (2011) shared one thing in common: When building successful collaborative teams, they systematically worked to balance individuals with discovery and delivery skills. To help us work at creating the same kinds of successful collaborative teams in our school, please check all of the indicators below that best describe you. **Remember that it is okay to check boxes in both columns.** Most people have a blend of discovery and delivery strengths.

**Learning Team:** \_\_\_\_\_

**Your Name** (optional): \_\_\_\_\_

**Discovery Skills:** People with strong discovery skills are driven by change. They are well-informed, hyper-connected, passionate about pushing the envelope and almost always working at the edges of their field.

- I frequently make connections between seemingly dissimilar concepts, ideas and/or practices.
- I'm always thinking about how to change my instructional practices.
- I am currently working on several different professional projects.
- Many of my professional projects haven't worked out in the past few years, but that hasn't stopped me from tinkering.
- Sometimes I struggle to keep up with, organize and/or sustain all of the projects that I'm working on.
- I get really passionate about ideas that I believe in.
- Looking back, I've even been passionate about really bad ideas.
- Sometimes, I get impatient with peers who aren't ready to move forward when I am.
- I read a LOT about other fields and professions—and often find connections to education.
- I ask a LOT of "what if" questions.
- I like observing in other classrooms and/or schools.
- I come up with some of my best instructional ideas just by watching my students work.
- I come up with some of my best instructional ideas by regularly interviewing my students.
- I have a broad network of professional colleagues that I learn from—both in person and online.
- I follow several different streams of information about education—blogs, popular websites, new books, recognized experts.

**Delivery Skills:** People with strong delivery skills can take an idea and translate it into practical action. While they too are passionate about change, they want to be sure that changes are doable before jumping in with both feet.

- I like to think through ideas carefully before completely embracing them.
- I often make lists of pros and cons when making decisions about professional practices.
- The professional projects that I plan are usually well-thought out. As a result, most are successful *the first time around*.
- I've helped to polish a bunch of the raw ideas of my peers into workable practices or processes.
- It bugs me when something that I've carefully planned doesn't work out the way that I expected it to.
- I believe in setting—and sticking to—clear priorities when planning my work.
- When the projects that my team is working to tackle lack clarity, it worries me.
- I'm not comfortable "flying by the seat of my pants."
- My peers often rely on me for keeping track of important details related to our shared work together.
- Sometimes my peers grow impatient with me because they feel like I'm slowing everyone down.
- I rarely miss deadlines.
- It frustrates me when my peers miss deadlines.
- I ask more "how" questions than most of the members of my learning team.
- I'm often the "make it happen" person on my team, tackling tasks that no one else wants to tackle.
- I may not be flashy, but I get things done—and I do them well. That makes me proud.

**Additional Comments:**