



Dimensions of Inclusive, Empowered Teams

Our aspiration

We **strive** to build empowered, inclusive teams, recognizing that this is an **ongoing effort**. Fostering a culture of **shared purpose and belonging** allows us to do our **best work and deepen our impact** with state and school district partners, and with each other.

1. I feel that **my teammates value me as a person**, above and beyond how I contribute to the work.
 - We make space for genuine connection by sharing what's important to us about our lives and identities at a level that feels comfortable.
 - My team extends care when there is something affecting how I feel at work.
2. I understand my role on the team and how each member of our team can **contribute to our team's work and goals, and ultimately the mission of the organization**.
 - We recognize one another's unique knowledge, skills, experiences, perspectives, and identities.
 - We can identify and elevate new ideas for the team, even if it is not explicitly *our role*.
3. I have the **information** I need to contribute within the context of my role.
 - We ensure that we have the context needed to meet the moment and deliver high-quality work.
 - We can acknowledge when we don't understand an idea, concept, framework, or assignment.
4. I have **space** to make meaningful contributions combined with the **support** needed to do that well.
 - We feel ownership over the work we are doing without worrying that we are *stepping on toes*.
 - We delegate project work with intention, providing necessary guidance and resources to be successful.
5. My contributions are **recognized** and valued.
 - We utilize, recognize, and value all team members' skills and talents.
 - We lift up the contributions of all teammates—in 1:1 settings, within our organization, and externally.
6. My teammates are invested in my success, and I have **space to make mistakes**.
 - We provide growth-oriented feedback and guidance when team members are working through challenges.
 - We see others making, owning, and learning from mistakes.
7. I actively seek out, value, share, and respond to **feedback**; my teammates do the same.
 - We frequently exchange reinforcing and developmental feedback about deliverables and our impact as teammates and leaders.
 - We regularly reflect on how we work together and identify ways to improve our collaboration.