

Draft Your Dream Team

Grades 9–12

Introduction

In this activity, students access their YouScience Discovery results to determine how their aptitudes influence the way they contribute to a team. They can use the information to form teams with peers and teammates who complement their talents.

Materials

- Name tag stickers or labels
- Desktop, laptop or Chromebook
- Access to YouScience Discovery results
- Work Approach + Interpersonal Style Worksheet
- All Star Team Worksheet
- Team Roles Printable Cards & Record Sheet



Work Approach



Interpersonal Style



How You Contribute to a Team

Get Started

- Instruct students to log in to their YouScience account (details on page 2).
- Guide students to the "How You Contribute to a Team" section on their main aptitude page (WELCOME BACK-->Scroll down).
- Tell students that this section gives them a chance to see how their work approach and interpersonal style work together. Share that these results are a great way to predict how students contribute to a team and as they hover over the dark rectangle to see details.
- Give each student a name tag. Advise students to write their name *and* their Work Approach + Interpersonal Style descriptors on the name tag (see Image 1).
- Before students log out of their YouScience results, encourage them to hover over the light rectangles to read more about other types of team contributions. They'll use this information to create their teams.

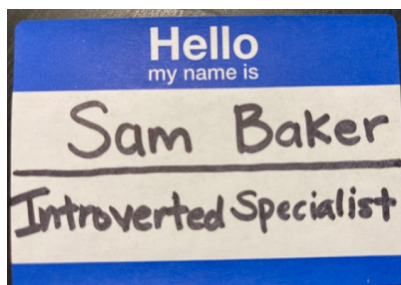


Image 1



NATIONAL CAREER DEVELOPMENT MONTH

21st Century Success Skills Certification Preparation

Standard 5 — Results Objective 3.1.1

Value the individual contributions of each group member to include new and diverse perspectives.

Get Moving

1. Give each student a Work Approach + Interpersonal Style Worksheet and have them put their name in the rectangle that represents their Work Approach + Interpersonal Style descriptors.
2. Direct students to move around the classroom and find classmates to fill in the other eight rectangles based on their Work Approach + Interpersonal Style descriptors. Students will more than likely be listed on multiple worksheets.
3. Once students have filled in their rectangles, have them return to their seats.

All Star Teams

1. Ask students to raise their hand if they're a Blended Liaison (the middle rectangle). Depending on the total number of students participating, choose a corresponding number of Blended Liaisons to be team managers. Share with students that Blended Liaisons are typically able to step in and fill whichever role is needed on a team.
2. Provide an All Star Team Worksheet to each team manager. They'll be responsible for putting together a team of nine. *(You may need to adjust the size of teams depending on the number of students in your class.)*
3. Direct students to find a team manager who still needs to fill their corresponding rectangle and join that team.
 - a. *Each class will have a unique makeup of each Work Approach + Interpersonal Style descriptors. If there are too many of one type and not enough of another, teams may need to leave one or more rectangle empty and add multiple names to another rectangle.*
 - b. *This is a great reflection/discussion opportunity. Why did they choose one over another? What can the team do to compensate for the missing team member? How can their strengths be used in different ways?*
4. Once the teams have been decided, they'll collaborate to assign roles based on how each team member's work approach and interpersonal style work together.

Playbook (Extensions)

1. Replace the team roles provided on the cards and worksheet with roles determined specifically for your class/subject.
2. Repeat the All-Star Teams activity with different Work Approach + Interpersonal Style descriptors for the team manager role. *What are the challenges they face in this role? Is the manager role a good fit? Why or why not?*
3. Give students specific tasks to accomplish in the groups. Allow them to reflect on their roles on the team.

Virtual Adaptation

1. Have students use their Work Approach + Interpersonal Style descriptor to create a logo or avatar.
2. Place the team worksheet on a virtual whiteboard and have students add their avatars to the corresponding rectangle.
3. Create breakout groups based on the results.

Student Login

Browser

1. Visit login.youscience.com.
2. Enter email and password.

SCOIR

1. Open your SCOIR dashboard.
2. Visit your career profile.
3. Choose to view full profile.

Georgia

1. Log in to the student information system and click the SLDS Portal link.
2. Choose "My Career Plan."
3. Select YouScience.



Work Approach+ Interpersonal Style Worksheet

Student Name:

Introvert

Blended Energizer

Extrovert

Specialist

Introverted Specialists enjoy independent research and often become noteworthy experts, innovators or inventors in their fields.

Blended Specialists enjoy sharing their expertise with an attentive audience. They often make excellent coaches, tour guides and professors.

Extroverted Specialists enjoy being public experts. They make excellent public speakers, lobbyists, and activists because they can remain focused on a single idea while interacting with large numbers of people.

Liaison

Introverted Liaisons enjoy spending much of their time doing independent research while keeping current with developments related to their field.

Blended Liaisons are flexible in both their approach to work and their interaction style. They're able to step in and fill whichever role is needed on a team because they're equally comfortable leading and following.

Extroverted Liaisons enjoy representing a cause they care about while hearing others' opinions and perspectives. They make excellent campaigners and market researchers.

Generalist

Introverted Generalists enjoy exchanging ideas and collaborating with others in small teams or one on one.

Blended Generalists enjoy teamwork and networking with others. They tend to make excellent advocates because they can communicate with anyone.

Extroverted Generalists enjoy gathering and sharing perspectives. They're often excellent at building relationships.



All Star Team Worksheet

Team Manager:

Introvert

Blended Energizer

Extrovert

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Motivator

- Challenges the team to improve
- Ambitious
- Energetic
- Dynamic



Colleague

- Encourages cooperation
- Friendly
- Agreeable
- Flexible



Reviewer

- Analyzes the options
- Reserved
- Sensible
- Objective



Director

- Acts as a chairperson
- Good listener
- Open-minded
- Calm



Achiever

- Makes sure projects are complete and on time
- Detail-oriented
- Conscientious
- Orderly



Pathfinder

- Explores options
- Enthusiastic
- Curious
- Innovative



Consultant

- Provides expertise
- Focused
- Skillful
- Particular



Architect

- Presents new ideas & approaches
- Creative Problem Solver
- Individual
- Imaginative



Organizer

- Turns ideas into action
- Efficient
- Organized
- Practical



Team Roles

Achiever:

Architect:

Colleague:

Consultant:

Director:

Motivator:

Organizer:

Pathfinder:

Reviewer: